

# **2004 Sexual Harassment Survey of Reserve Component Members**

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# Executive Summary







# Table of Contents

	Page
<b>Chapter 1: Introduction</b> .....	1
DoD Sexual Harassment and Gender Issues Overview .....	1
The Early Years: 1970s and 1980s .....	1
Watershed Events and New Initiatives: The 1990s .....	3
Naval Training Center, Orlando, Florida .....	3
DoD Service Academies .....	3
The Tailhook Association Convention .....	4
DoD Initiatives in the mid-1990s .....	4
Army's Aberdeen Proving Ground, Maryland .....	5
Other DoD-wide Initiatives .....	6
Progress and Setbacks: The 2000s .....	6
Standardization of Measurement of Sexual Harassment on DoD Personnel Surveys .....	7
Preventing Domestic Violence .....	7
Initiatives on Sexual Harassment and Sexual Assault .....	8
Air Force Academy .....	10
Service-specific Initiatives .....	14
DoD-wide Initiatives .....	15
New DoD Sexual Harassment and Sexual Assault Policy .....	17
Sexual Harassment and the Reserves .....	20
The Changing Role of the Reserves .....	20
Redefining the Reserves .....	23
Active and Reserve Component Populations .....	24
<b>Chapter 2: Survey Methodology</b> .....	31
Survey Design and Administration .....	31
Sample Design .....	31
Survey Administration .....	31
Data Weighting .....	31
Questionnaire Design .....	31
Analytic Procedures .....	36
Subgroups .....	36
Special Topic Subgroup .....	36
Estimation Procedures .....	37
Presentation of Results .....	37
<b>Chapter 3: Unprofessional, Gender-Related Behaviors and Sexual Harassment</b> .....	39
Unprofessional, Gender-Related Behavior .....	39
By Gender .....	40
By Reserve Component .....	41

## Table of Contents

Crude/Offensive Behavior .....	41
Unwanted Sexual Attention .....	41
Sexual Coercion .....	41
Sexist Behavior .....	41
Sexual Assault.....	42
By Paygrade.....	42
Crude/Offensive Behavior .....	42
Unwanted Sexual Attention.....	42
Sexual Coercion .....	42
Sexist Behavior.....	42
Sexual Assault.....	43
By Reserve Program .....	43
By Activation Status .....	43
Sexual Harassment .....	44
By Gender .....	44
By Reserve Component .....	45
By Paygrade.....	45
By Reserve Program .....	46
By Activation Status .....	46
Summary.....	46
Unprofessional, Gender-Related Behavior .....	46
Sexual Harassment .....	47
<b>Chapter 4: One Situation .....</b>	<b>51</b>
Behaviors Experienced in One Situation .....	52
Types of Behaviors in One Situation.....	52
Frequency of Behaviors in One Situation .....	52
By Gender.....	53
By Reserve Component.....	53
By Paygrade.....	53
By Reserve Program.....	55
By Occurrence During Activation or Deployment .....	55
Frequency of Incidents.....	56
By Occurrence During Activation or Deployment.....	56
Duration of Incident .....	57
By Occurrence During Activation or Deployment.....	57
Characteristics of Offenders .....	58
Gender of Offenders .....	58
Number of Offenders .....	59
Familiarity of the Offender .....	60
Organizational Affiliation of Offenders.....	61
Military Status of the Offenders in One Situation .....	63
Civilian Status of the Offenders in One Situation.....	63

Characteristics of One Situation .....	63
Place and Time One Situation Occurred .....	63
By Gender .....	64
By Reserve Component .....	65
By Paygrade .....	65
By Reserve Program .....	66
By Occurrence During Activation or Deployment .....	67
To Whom Behaviors Are Reported .....	68
Military Authorities .....	68
Civilian Authorities .....	70
Reasons For Not Reporting Behaviors .....	70
Reasons For Reporting None or Some of Behaviors .....	70
Complaint Determination .....	73
Satisfaction With Complaint Outcome .....	73
Description of Complaint Outcome .....	74
Problems at Work .....	75
By Gender .....	75
By Paygrade and Reserve Program .....	76
By Occurrence During Activation or Deployment .....	77
Working With Offender at Civilian Location .....	78
Was One Situation Sexual Harassment? .....	79
By Gender .....	79
By Reserve Component .....	80
By Paygrade .....	80
By Reserve Program .....	81
By Occurrence During Activation or Deployment .....	81
Summary .....	82
Types of Unprofessional, Gender-related Behavior .....	82
Characteristics of Offenders .....	82
Characteristics of One Situation .....	82
Reporting One Situation .....	83
The Complaint Process .....	83
Problems at Work After Handling One Situation .....	83
Working with Offender in Civilian Life .....	83
Was One Situation Sexual Harassment? .....	84
<b>Chapter 5: Sex Discrimination .....</b>	<b>85</b>
Discriminatory Behaviors .....	85
By Gender .....	85
By Reserve Component .....	86
By Paygrade .....	87
By Reserve Program .....	87
By Activation Status .....	87
Sex Discrimination .....	87



## Table of Contents

By Gender.....	88
By Reserve Component.....	88
By Paygrade and Reserve Program.....	88
By Activation Status.....	89
Summary.....	89
<b>Chapter 6: Sexual Harassment Personnel Policies, Practices, and Training.....</b>	<b>91</b>
Sexual Harassment Policies and Practices.....	91
Policies publicized.....	92
Complaint procedures.....	93
Complaints taken seriously.....	94
By Reserve Component.....	95
By Paygrade.....	95
By Reserve Program.....	95
By Activation Status.....	95
Sexual Harassment Support and Resources.....	95
Complaint office.....	96
Advice/hotline availability.....	96
Extent of Sexual Harassment Training.....	97
By Reserve Component.....	97
By Paygrade.....	97
By Reserve Program.....	97
By Activation Status.....	97
Organizational Training Requirements.....	98
Enlisted training required.....	98
By Reserve Component.....	99
By Paygrade.....	99
By Reserve Program.....	99
By Activation Status.....	99
Officer training required.....	99
By Reserve Component.....	99
By Paygrade.....	100
By Reserve Program.....	100
By Activation Status.....	100
Aspects of Sexual Harassment Training.....	100
Intent of training.....	101
Training and military effectiveness.....	102
By Reserve Component.....	102
By Paygrade.....	102
By Reserve Program.....	102
By Activation Status.....	102
Policies and tools necessary for managing sexual harassment.....	103
By Reserve Component.....	103

By Paygrade .....	103
By Reserve Program .....	103
By Activation Status.....	103
Safe complaint climate .....	103
Effectiveness of Sexual Harassment Training .....	103
Proactive Leadership.....	104
By Gender.....	105
By Reserve Component.....	105
By Paygrade .....	107
By Reserve Program .....	107
By Activation Status.....	107
Leadership Commitment .....	108
Modeling respectful behavior.....	108
By Reserve Component.....	109
By Paygrade .....	109
By Reserve Program .....	109
By Activation Status.....	109
“Dealing with” female subordinates .....	109
Summary .....	110
<b>Chapter 7: Assessment of Progress .....</b>	<b>113</b>
Prevalence of Sexual Harassment in the Military.....	113
By Gender .....	113
By Reserve Component .....	113
By Paygrade .....	113
By Reserve Program.....	115
By Activation Status.....	117
Sexual Harassment as a Problem in the Military.....	117
By Gender .....	117
By Reserve Component .....	117
By Paygrade .....	117
By Reserve Program.....	118
By Activation Status.....	118
Sexual Harassment as a Problem in the Nation.....	119
By Gender .....	119
By Reserve Component .....	119
By Paygrade .....	120
By Reserve Program .....	120
By Activation Status.....	122
Military/Civilian Comparisons.....	122
By Gender.....	122
By Paygrade .....	123
By Reserve Program .....	124
By Activation Status.....	124

## Table of Contents

Summary.....	125
Sexual Harassment in the Military.....	125
Sexual Harassment in the Nation.....	125
Military vs. Civilian Workplaces .....	126
References .....	127

# List of Tables

	Page
Table 1. Initiatives on DoD Sexual Harassment and Sexual Assault.....	9
Table 2. Selected Reserve Contributions to the Total Force.....	21
Table 3. Comparison of Active Component (AC) and Reserve Component (RC) Populations as of September 2004.....	24
Table 4. Active Component Populations by Gender and Component.....	25
Table 5. Reserve Component Populations by Gender and Component as of September 2004.....	25
Table 6. Active Component Populations by Gender, Component, and Paygrade as of September 2004.....	26
Table 7. Reserve Component Members by Paygrade, Gender, and Component as of September 2004.....	26
Table 8. Percentages of Active Component Members by Paygrade and Gender per Component as of September 2004.....	26
Table 9. Percentages of Reserve Component Members by Paygrade and Gender per Component as of September 2004.....	27
Table 10. Active Component Members by Age, Gender, and Component as of September 2004.....	27
Table 11. Reserve Component Members by Age, Gender, and Component as of September 2004.....	28
Table 12. Percentages of Active Component Members by Age and Gender per Component within Each Age Group as of September 2004.....	28
Table 13. Percentages of Reserve Component Members by Age and Gender per Component within Each Age Group as of September 2004.....	29
Table 14. Percentages of Active Component Members by Gender Who Fall into Each Age Group per Component as of September 2004.....	29
Table 15. Percentages of Reserve Component Members by Gender Who Fall into Each Age Group per Component as of September 2004.....	29
Table 16. Questions Regarding Unprofessional, Gender-Related Behaviors and Corresponding Behavior Categories.....	34
Table 17. Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender- Related Behaviors, by Reserve Component.....	53
Table 18. Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender- Related Behaviors, by Paygrade.....	41
Table 19. Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Reserve Program.....	42
Table 20. Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Activation Status During the Past 24 Months.....	46
Table 21. Percentage of Females and Males Filling out One Situation.....	52
Table 22. Percentage of Females and Males Who Experienced Behavior in One Situation, by Reserve Component.....	54
Table 23. Percentage of Females and Males Who Experienced Behavior in One Situation, by Paygrade.....	54

## List of Tables

Table 24. Percentage of Females and Males Who Experienced Behavior in One Situation, by Reserve Program .....	55
Table 25. Percentage of Females and Males Who Reported Experiencing Each Type of Behavior in One Situation, by Whether Any of the Behavior Occurred During Activation or Deployment .....	55
Table 26. Percentage of Females and Males Who Reported Frequency of Behaviors in One Situation, by Whether Any of the Behavior Occurred While Activated or Deployed .....	57
Table 27. Percentage of Females and Males Who Reported Duration of One Situation, by Whether Any of the Behavior Occurred While Activated or Deployed .....	58
Table 28. Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation, by Paygrade .....	59
Table 29. Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation, by Whether Behavior Occurred While Activated/Deployed .....	60
Table 30. Percentage of Females and Males Indicating How Well They Knew the Offenders in One Situation, by Reserve Program.....	61
Table 31. Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both, by Reserve Component.....	62
Table 32. Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both, by Reserve Program .....	62
Table 33. Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, by Reserve Component .....	65
Table 34. Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, by Paygrade .....	66
Table 35. Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, by Reserve Program.....	66
Table 36. Percentage of Females and Males Who Reported Where All the Behaviors in One Situation Occurred, by Whether Any of the Behavior Occurred While Activated or Deployed .....	67
Table 37. Percentage of Females and Males Reporting to Military or Civilian Authorities, by Whether Any of the Behavior Occurred While Activated or Deployed .....	69
Table 38. Percentage of Females and Males Indicating Reasons For Not Reporting Behaviors in One Situation .....	71
Table 39. Percentage of Females and Males Indicating Reasons For Not Reporting Behaviors in One Situation, by Reporting No or Some Behaviors.....	72
Table 40. Percentage of Females and Males Reporting Satisfaction With Outcome of Complaint.....	73
Table 41. Percentage of Females and Males Reporting Satisfaction and Dissatisfaction With Outcome of Complaint, by Whether Behavior Occurred While Activated/Deployed .....	74
Table 42. Percentage of Females and Males Reporting Satisfaction and Dissatisfaction with the Outcome of the Complaint, by Reporting Regarding Determination of Complaint.....	74
Table 43. Percentage of Females and Males Reporting Satisfaction and Dissatisfaction, by Complaint Outcome .....	75
Table 44. Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of One Situation, by Reserve Component.....	76

Table 45. Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of One Situation, by Paygrade.....	77
Table 46. Percentage of Females and Males Reported Experiencing Problems at Work as Result of One Situation, by Whether Any Behavior Occurred While Activated or Deployed .....	78
Table 47. Percentage of Men and Women Indicating They Worked With Offenders in One Situation at Civilian Job or Were in School With Offenders, by Reserve Component .....	79
Table 48. Percentage of Females and Males Reporting One Situation as Sexual Harassment, by Reserve Component.....	80
Table 49. Percentage of Females and Males Reporting One Situation as Sexual Harassment, by Paygrade.....	81
Table 50. Percentage of Females and Males Reporting One Situation as Sexual Harassment, by Reserve Program .....	81
Table 51. Percentage of Females and Males Reporting One Situation as Sexual Harassment, by Whether Any of the Behavior Occurred While Activated or Deployed .....	81
Table 52. Percentage of Females and Males Experiencing Discriminatory Behaviors, by Reserve Component.....	86
Table 53. Percentage of Females and Males Experiencing Discriminatory Behaviors, by Paygrade .....	87
Table 54. Percentage of Females and Males Experiencing Discriminatory Behaviors, by Reserve Program.....	87
Table 55. Percentage of Females and Males Experiencing Discriminatory Behaviors, by Activation Status, During the Past 24 Months .....	87
Table 56. Percentage of Females and Males Who Reported Experiencing Sex Discrimination, by Reserve Component.....	88
Table 57. Percentage of Females and Males Who Reported Experiencing Sex Discrimination, by Activation Status During the Past 24 Months .....	89
Table 58. Percentage of Females and Males Indicating Sexual Harassment Policies Are Publicized at Their Units and Installations.....	92
Table 59. Percentage of Females and Males Indicating Sexual Harassment Policies Are Publicized at Their Units and Installations, by Activation Status.....	93
Table 60. Percentage of Females and Males Indicating Policy and Practices Are in Place in Units and Installations .....	93
Table 61. Percentage of Females and Males Indicating Policy and Practices Are in Place in Units and Installations, by Activation Status .....	94
Table 62. Percentage of Females and Males Indicating Policy and Practices Are in Place in Units and Installations .....	94
Table 63. Percentage of Females and Males Indicating Policy and Practices Are in Place in Units and Installations, by Activation Status .....	95
Table 64. Percentage of Females and Males Indicating Specific Sexual Harassment Complaint Office and Hotline Exist.....	96
Table 65. Percentage of Females and Males Indicating Specific Sexual Harassment Complaint Office and Hotline Exist, by Activation Status.....	98
Table 66. Percentage of Females and Males Indicating Training Required for Enlisted and Officers in Units and Installations .....	99

## List of Tables

Table 67. Percentage of Females and Males Indicating Training Required for Enlisted and Officers in Units and Installations, by Activation Status .....	100
Table 68. Percentage of Females and Males Who Agree That Aspects of Their Reserve Component Training Are Effective.....	101
Table 69. Percentage of Females and Males Indicating Their Reserve Component's Training Teaches Sexual Harassment Reduces the Cohesion and Effectiveness of Their Reserve Component, by Activation Status .....	102
Table 70. Percentage of Females and Males Indicating Their Reserve Component's Training Gives Useful Tools For Dealing With Sexual Harassment, by Activation Status.....	103
Table 71. Percentage of Females and Males Who Received Training Effective for Preventing Sexual Harassment, by Activation Status .....	104
Table 72. Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sex Discrimination, by Reserve Component.....	106
Table 73. Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Paygrade.....	106
Table 74. Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Reserve Program.....	107
Table 75. Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Activation Status .....	108
Table 76. Percentages of Females and Males Indicating Leaders Model Respectful Behavior to Both Male and Female Personnel .....	109
Table 77. Percentages of Females and Males Indicating Leaders Model Respectful Behavior to a Large Extent Both Male and Female Personnel, by Activation Status.....	110
Table 78. Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Reserve Component.....	115
Table 79. Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Paygrade .....	115
Table 80. Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Reserve Program.....	116
Table 81. Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Activation Status.....	116
Table 82. Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Reserve Component.....	117
Table 83. Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Paygrade .....	118
Table 84. Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Reserve Program .....	118
Table 85. Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Activation Status .....	119
Table 86. Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Reserve Component.....	120
Table 87. Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Paygrade.....	121

Table 88. Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Reserve Program.....	121
Table 89. Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Activation Status.....	121
Table 90. Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Reserve Component.....	123
Table 91. Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Paygrade .....	124
Table 92. Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Reserve Program.....	124
Table 93. Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Activation Status.....	125



# List of Figures

	Page
Figure 1. Survey Measure of Sexual Harassment and Unprofessional, Gender-Related Behavior .....	35
Figure 2. Survey Measure of Sexual Harassment and Unprofessional, Gender-Related Behavior .....	40
Figure 3. Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors.....	40
Figure 4. Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Reserve Program .....	43
Figure 5. Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Activation Status During the Past 24 Months.....	44
Figure 6. Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Reserve Component.....	45
Figure 7. Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Paygrade.....	45
Figure 8. Percentage of Females and Males Who Experienced Behaviors in One or a Combination of Categories in One Situation.....	52
Figure 9. Percentage of Females and Males Who Experienced Behavior in One Situation.....	53
Figure 10. Percentage of Females and Males Reporting Frequency of Behaviors in One Situation.....	56
Figure 11. Percentage of Females and Males Who Reported Duration of One Situation .....	57
Figure 12. Percentage of Females and Males Reporting Offenders in One Situation as Males, Females, or Both.....	58
Figure 13. Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation.....	59
Figure 14. Percentage of Females and Males Indicating How Well They Knew the Offenders in One Situation.....	60
Figure 15. Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both.....	61
Figure 16. Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, Military .....	64
Figure 17. Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, Civilian.....	64
Figure 18. Percentage of Females and Males Reporting to Any Military or Civilian Individuals or Organizations.....	67
Figure 19. Percentage of Females and Males Reporting to Military and/or Civilian Individuals or Organizations.....	68
Figure 20. Percentage of Females and Males Reporting to Military Authorities.....	68
Figure 21. Percentage of Females and Males Reporting to Civilian Authorities.....	69
Figure 22. Percentage of Females and Males Reporting Findings on Determination of Their Complaint.....	73

Figure 23.	Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of One Situation .....	75
Figure 24.	Percentage of Females and Males Reporting One Situation as Sexual Harassment .....	80
Figure 25.	Percentage of Females and Males Who Reported Experiencing Sex Discrimination .....	88
Figure 26.	Percentage of Females and Males Who Received Sexual Harassment Training, by Reserve Component.....	97
Figure 27.	Percentage of Females and Males Who Received Sexual Harassment Training, by Paygrade .....	98
Figure 28.	Percentage of Females and Males Who Received Training Effective for Preventing Sexual Harassment .....	104
Figure 29.	Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sex Discrimination.....	105
Figure 30.	Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago.....	114
Figure 31.	Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years .....	116
Figure 32.	Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years .....	119
Figure 33.	Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military .....	122

# Chapter 1

## Introduction

This report provides results for the 2004 *Workplace and Gender Relations Survey of Reserve Component Members*. This is the Department of Defense's (DoD) first sexual harassment survey of Reserve members. The Department conducted three sexual harassment surveys of active-duty members in the Army, Navy, Marine Corps, Air Force and Coast Guard in 1988, 1995, and 2002. The Reserve sexual harassment survey was modeled after the active-duty surveys. The overall purpose of these surveys is to measure the extent to which Service members report experiencing unwanted, uninvited sexual attention, the details surrounding those events (e.g., where they occur), and Service members' perceptions of the effectiveness of their leadership, training programs, and sexual harassment policies.

This chapter provides an overview of DoD's historical and ongoing efforts to combat sexual harassment of members of its workforce—active-duty and reserve members, and civilian employees. This summary includes a review of early efforts that shaped the Department's responses to sexual harassment issues, the many challenges that ensued, and the Department's search for effective methods for eliminating sexual harassment. This chapter also provides information on recent sexual harassment initiatives, as well as some related to sexual assault and domestic violence.

### DoD Sexual Harassment and Gender Issues Overview

#### The Early Years: 1970s and 1980s

Like other large public and private-sector organizations, DoD's knowledge of what constitutes sexual harassment and the most effective methods to combat it has evolved over time. Until a little over 30 years ago, employers in our country had no laws, policies or programs to guide their sexual harassment efforts. For until then, sexual harassment had no label—it existed in the workplace—but it had neither a name nor any legal avenues to address it.

With the passage of the Equal Employment Opportunity Act of 1972, civilian employees of the Federal government were brought under coverage of Title VII of the Civil Rights Act of 1964, which outlawed sex discrimination in the workplace. Following the passage of this act, a number of other initiatives made people in our country much more aware of sexual harassment. For example, in 1976, a District court in Washington, DC recognized *quid pro quo* sexual harassment as discrimination in *Williams v. Saxbe*. In 1979, the National Commission on Unemployment Compensation held hearings on problems of working women. These hearings included the topic of sexual harassment as well as the results of a sexual harassment survey by the Michigan Employment Security Commission.

During October-November 1979, the U.S. House of Representatives began its first investigation of sexual harassment in the Federal government. By December 1979, the first government-wide policy on sexual harassment was issued by the Office of Personnel Management (OPM). The OPM memorandum, "Policy Statement and Definition on Sexual Harassment," defined sexual harassment as "deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which are unwelcome." The OPM memorandum was promulgated to the Military Departments on December 31, 1979, by the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics).

In January 1980, the Chairman of the House Post Office and Civil Service Committee sent Secretary of Defense Harold Brown a letter that urged him to adopt a policy on sexual harassment. Secretary Brown proceeded to ask the Military Departments to investigate the problem of sexual harassment and to provide him with information. In February 1980, more hearings were held by the U.S. House of Representatives—only this time, the Subcommittee on Military Personnel, Committee on Armed

Services, requested them on allegations of sexual harassment of women in the military.

Following those hearings, a number of noteworthy events occurred. First, interim guidelines on sexual harassment were released to the Federal agencies by the Equal Employment Opportunity Commission (EEOC). Second, the House Subcommittee on Investigations issued its report on sexual harassment in the Federal government. Third, preliminary results from the U.S. Merit Systems Protection Board (USMSPB)'s first sexual harassment survey of Federal employees were released. From a list of about 10 behaviors on that survey, 42 percent of women and 15 percent of men indicated they had experienced one or more of the unwelcome sexual behaviors in the 24 months prior to filling out the survey (U.S. Merit Systems Protection Board, 1981).

By November 1980, the EEOC had issued its now-famous *Guidelines on Discrimination on the Basis of Sex*. The EEOC defined sexual harassment as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature." Building on this definition, a number of DoD policy documents that established and refined sexual harassment policies and programs were issued throughout the 1980s. For example, the DoD's first "Department of Defense Policy on Sexual Harassment" was signed out by the Secretary of Defense in July 1981. A December 24, 1986, memorandum, "Sexual Harassment and Discrimination," acknowledged that problems still existed, urged everyone to help eliminate sexual harassment, and asked the chain of command to better address sexual harassment issues and complaints.

In 1986, the United States Supreme Court heard the case of *Meritor Savings Bank v. Vinson*. The decision helped to provide a clearer definition of what constituted sexual harassment at a job and the circumstances under which employers could be held accountable for the actions of their subordinates. In this case, Mechelle Vinson, who had progressed from teller-trainee to assistant branch manager between 1974 and 1978, had taken an indefinite sick leave in September 1978. She was fired by the bank for using her leave excessively. She sued her supervisor and the bank, claiming she had been subjected

to sexual harassment. The Supreme Court held that "a claim of hostile environment sexual harassment is a form of sex discrimination that is actionable under Title VII." Although the bank had a grievance procedure and the respondent failed to use it, the Supreme Court ruled this did not protect the bank from liability in this case.

In 1988, as part of DoD's continued efforts to combat sexual harassment, numerous sexual harassment policy documents, including the "DoD Definition of Sexual Harassment" (July 20, 1988) and "Responsibility for Maintaining a Work Force Free of Sexual Harassment" (September 2, 1988), were signed out by the Secretary of Defense. In 1988, the USMSPB also released the results of its second sexual harassment survey of Federal employees. The survey report indicated that although the Federal Departments and agencies had established sexual harassment policies and programs, the incidence of those reporting experiencing unwelcome sexual behaviors had not changed from the 1980 survey results. The report also indicated sexual harassment costs to the government over a two-year period were \$267 million (U.S. Merit Systems Protection Board, 1988).

By 1988, the Department of Defense had results from two sets of USMSPB sexual harassment surveys of its civilian workforce, but none for its active-duty or Reserve component members. Because surveys had become a widely accepted practice for gathering information on the incidence of sexual harassment of workers, the DoD initiated its first sexual harassment survey of active-duty members in 1988. This survey was recommended by DoD's Task Force on Women in the Military and it was developed and conducted by Defense Manpower Data Center (DMDC). It was fielded November 1988 through June 1989. Sixty-four percent of active-duty females and 17 percent of males indicated they had experienced unwanted sexual attention in the 12 months prior to filling out the survey. In response to the survey results, Secretary of Defense Dick Cheney issued a July 12, 1991 memorandum that outlined an eight-point program to eliminate sexual harassment titled, "Department of Defense Strategies to Eradicate Sexual Harassment in the Military and Civilian Environment."

## Watershed Events and New Initiatives: The 1990s

Throughout the 1990s, sexual harassment scandals and individual and class action lawsuits against businesses were reported in hometown newspapers across America. The nation's single watershed event, however, was Anita Hill's allegation that Clarence Thomas, nominee for Supreme Court Justice, had sexually harassed her from 1981 to 1983. Senate hearings were held in October 1991, and the publicity associated with these hearings was widespread and increased our nation's awareness of sexual harassment to a great extent. The year 1991 also saw the Ninth Circuit Court expand the hostile environment "reasonable person" concept to "reasonable woman" as a standard test to be applied in *Ellison v. Brady*. In a groundbreaking, 1993 U.S. Supreme Court decision, *Harris v. Forklift Systems Inc.*, it was ruled that hostile environment harassment could exist without a plaintiff having to prove psychological injury.

Sexual harassment scandals throughout the 1990s were not limited to the private sector. The Department of Defense reeled from several watershed events that led to a DoD-wide zero tolerance sexual harassment policy and a serious search for solutions to eradicate the problem.

### *Naval Training Center, Orlando, Florida*

In May of 1990, a Recruit Training Command (RTC) former company commander lodged a complaint that senior noncommissioned officers received lesser punishments for sexual harassment than lower-ranking noncommissioned officers. A Navy investigation was conducted from July 9-12, 1990. Its three-member team concluded that sexual harassment and fraternization problems were occurring at Naval Training Center (NTC) and that none of 13 NTC indecent assault cases from January 1989 to June 1990 had been referred for prosecution. In October 1990, a DoD Inspector General (DoD IG) investigation was undertaken at the request of the Subcommittee on Manpower and Personnel, Senate Committee on Armed Services, and the Subcommittee on Military Personnel and Compensation, House Committee on Armed Services. The DoD IG team surveyed approximately 2,000

women at the training center; interviewed 168 randomly selected women and men assigned to NTC; interviewed others involved in treating victims and resolving allegations; and reviewed NTC policies and procedures related to sexual harassment, fraternization, etc.

The DoD IG report, issued June 4, 1991, concluded that the vast majority of women assigned to NTC believed their commanding officers opposed sexual harassment and made reasonable efforts to stop it. From its survey results, the DoD IG concluded that the most common types of unwanted sexual behaviors occurring were in the category of offensive sexual jokes and sexual teasing. However, the DoD IG report also concluded that although those interviewed knew of policies prohibiting sexual harassment and fraternization, they also believed command policies were ineffective because higher ranking offenders were not punished as consistently as those of lower ranks. The DoD IG report concluded (1) adequate measures were in place at NTC, with only two exceptions: the handling of rape and indecent assault allegations; and (2) policies and procedures to address sexual harassment and sexual assault were appropriate, but the fraternization policy was not entirely understood by those stationed at NTC.

### *DoD Service Academies*

At the request of the Senate Committee on Armed Services, the General Accounting Office (GAO) conducted a review of sexual harassment of students at the three DoD Service academies during academic year 1990-91.<sup>1</sup> The 1990-91 GAO review was undertaken due to incidents of sexual harassment that had received considerable media attention. In the spring of 1990, a female Midshipman at the Naval Academy was handcuffed to a urinal in a men's restroom and other Midshipmen took photos; in 1992, the Air Force Academy's elite parachute team's incident of sexual harassment drew wide media attention; and, in 1994, the groping of female cadets at a Military Academy football team pep rally occurred.

In its survey, GAO found that 93-97% of women at the academies reported experiencing at least one

<sup>1</sup>General Accounting Office (GAO), DoD Service Academies: More Actions Needed to Eliminate Sexual Harassment, GAO/NSIAD-94-6, January 1994, reporting on results of the 1990-1991 surveys.

form of sexual harassment during academic year 1991. In addition, between half and three-quarters of women at the academies experienced various forms of harassment at least twice a month. GAO's report found: (1) the academies had not successfully met the DoD Human Goals Charter first issued in 1969 or the DoD zero tolerance policy for sexual harassment set forth in July 1991; and (2) none of the academies had developed systems to track and assess the effectiveness of their sexual harassment zero tolerance programs (U.S. General Accounting Office, 1994). During academic year 1994-95, at the request of the Senate Committee on Armed Services, GAO conducted another review of the academies. GAO concluded that the existence or perception of sexual harassment at the academies had not diminished from the 1990-91 level earlier reported, despite efforts taken by the academies to heighten awareness of sexual harassment and to prevent its occurrence.

### *The Tailhook Association Convention*

In September 1991, following the 35<sup>th</sup> annual Tailhook Association Convention, LT Paula Coughlin and others complained of being sexually assaulted at the meeting. Throughout 1991 and 1992, the Navy pursued a review of the Tailhook Convention and those attending it (DoD Inspector General, 1993). The DoD Inspector General (IG) released reports on the Tailhook situation in September 1992 and April 1993. Among other things, the first report cited failures by Navy leaders to perform adequate investigations. The second report documented misconduct by those attending the Convention, including the indecent assault of 90 victims; this report also concluded a breakdown in leadership occurred at the Tailhook Convention. As a result of the Tailhook investigations, the Navy undertook a sweeping review of its Equal Opportunity (EO) programs and instituted major changes to its EO policies and programs.

### *DoD Initiatives in the mid-1990s*

Concern about violence against women—including sexual assault—that occurs in domestic settings, has

grown during recent decades. Since the 1980s, DoD and the Services have included domestic violence in their family advocacy and assistance services programs and conducted research on domestic violence in the military. In the early 1990s, DoD issued policy guidance to prevent and respond to incidents of domestic abuse.<sup>2</sup> In 1994, Congress passed the Violence Against Women Act (VAWA).<sup>3</sup> In subsequent years, DoD and the Services expanded their family support programs.

DoD also addressed sexual assault in the military. In 1993, for example, the Navy established its Sexual Assault Victim Intervention (SAVI) program, where volunteers provide initial emotional support to sexual assault victims. Through SAVI, the Navy conducts an aggressive program of sexual assault awareness and prevention education, victim advocacy, and collection of reliable data on sexual assault incidents. SAVI was the first Service-level program of its kind.<sup>4</sup>

By 1994, new information was available that signaled even more need for increased rigor in eliminating sexual harassment in the military. First, the DoD IG reviewed internal Equal Opportunity processes and released a report, "Review of Military Department Investigations of Allegations of Discrimination by Military Personnel" (DoD Inspector General, 1994). The report yielded mixed findings. For example, the DoD IG team found that the majority of EO investigations were thorough enough to substantiate or refute the allegations. However, flaws in the process were noted (e.g., lack of feedback or follow-up after completion of an action). Second, the House Committee on Armed Services held hearings on "Sexual Harassment of Military Women and Improving the Military Complaint System" and testimony from these hearings was widely promulgated in the media.

Shortly after the hearings, Deputy Secretary of Defense John Deutch asked the Secretary of the Air Force, Sheila Widnall, and the Under Secretary of Defense for Personnel and Readiness, Edwin Dorn,

<sup>2</sup>DoD Directive 6400.1, Family Advocacy Program (FAP), June 23, 1992.

<sup>3</sup>Public Law 103-322, Violence Against Women Act, Title IV of the Violent Crime Control and Law Enforcement Act of 1994, September 13, 1994.

<sup>4</sup>OPNAVINST 1752.1A, May 2000. See also "SAVI advocates offer help, compassion for assault victims," NAF Atsugi Bulletin Board, July 27, 2003.

to formulate a plan of action to eliminate sexual harassment in the Department. A month later, a plan was provided to the Deputy Secretary. It included establishing the Defense Equal Opportunity Committee (DEOC) Task Force on Discrimination and Sexual Harassment; fielding a new, DoD-wide active-duty military sexual harassment survey; mandating the training of senior military and civilian leadership on discrimination and sexual harassment; and issuing a new policy statement prohibiting sexual harassment. That policy statement was issued August 22, 1994, by Secretary of Defense William Perry. His "Prohibition of Sexual Harassment in the Department of Defense" revised the definition of sexual harassment and expanded former Secretary Cheney's 1991 eight to 11 program elements.

The DEOC Task Force, co-chaired by Secretary Widnall and Under Secretary Dorn, and composed of senior DoD leaders, was chartered to review the discrimination complaints systems of the Military Services and to recommend changes, including establishment of Defense-wide standards, for ensuring equitable and prompt resolution of complaints. In May 1995, the Task Force issued its report. The report contained 48 recommendations which focused on how complaints were processed and how to improve those processes (Defense Equal Opportunity Council, 1995).

During 1994-1995, DMDC supported the DEOC Task Force on Discrimination and Sexual Harassment by developing and conducting the second DoD-wide sexual harassment survey of active-duty members. Three surveys were actually fielded—one was a parallel version of DMDC's 1988 survey and permitted comparisons between 1995 and 1988; a second, dramatically improved survey, was fielded for the purpose of increasing the Department's understanding of sexual harassment and establishing a new baseline against which progress could be measured. A third, smaller, survey was fielded to support research objectives. Survey results indicated self-reports of sexual harassment had declined. In 1988, 64 percent of women reported one or more instances of unwanted, uninvited sexual attention while at work in the year prior to filling out the survey. In 1995, that number was 55 percent—a 9 percentage-point decline.

The improved survey, *Status of the Armed Forces Survey: 1995 Form B—Gender Issues*, was based on a well-known civilian sexual harassment research instrument, the *Sexual Experiences Questionnaire (SEQ)*. *Form B* incorporated new advances in sexual harassment survey measurement approaches and results indicated that sexual harassment of active-duty military personnel was occurring primarily at work, during duty hours, and on bases; the vast majority of offenders were other active-duty military personnel.

In 1994, USMSPB also fielded its third sexual harassment survey of Federal workers. In both 1980 and 1987, 42% of women reported experiencing one or more unwelcome sexual behaviors in the 12 months prior to filling out the survey. In 1994, 44% of women reported such experiences (US Merit Systems Protection Board, 1995). (I will insert a summary here of interesting results in terms of increases of knowledge about SH from MSPB surveys.)

### *Army's Aberdeen Proving Ground, Maryland*

Shortly after the DMDC survey results were released in July 1996, an allegation of sexual impropriety was reported by a recruit at the Aberdeen Proving Ground, an Army Initial Entry Training installation. More allegations at Aberdeen and other Army recruit training bases followed. In an October 1996 press conference, Togo D. West, Jr., Secretary of the Army, formally announced the Army was investigating the allegations. The magnitude of the assault and rape allegations led the Army to acknowledge a breakdown in discipline and good order and the Secretary of the Army commissioned both a "Senior Review on Sexual Harassment" and a Special Investigation Team. This Senior Review assessed the Army's human relations environment, with an emphasis on climate and sexual harassment issues. The Special Investigation Team, from the Army Inspector General's office, focused on these same issues for Initial Entry Training. The report of the Senior Review contained four major findings (Department of the Army Inspector General, 1997). First, the report indicated the Army's equal opportunity program was flawed and soldiers distrusted it. Second, although the review found sexual harassment was an Army-wide problem, it found sex discrimination to be an even greater problem. Third, because trust

is the basis for an environment of dignity and respect and the problem of sexual harassment and discrimination was so pervasive, the review concluded that Army leaders had failed to establish relationships of trust with their soldiers. The final finding was that the Army core value of “respect” was not institutionalized across the IET process.

After release of the Senior Review and Special Investigation Team reports, another senior-level task force was formed. This task force developed the Army’s Human Relations Action Plan—which identified 318 actions and implemented over 200 initiatives to address the findings of the reports. Since then, the Army has pursued efforts to improve its human relations environment through a comprehensive strategy that integrates doctrine, policy, programs and training. This strategy builds trust and unit cohesion among soldiers, as well as promoting a safe environment that values accomplishing missions while also taking care of the people performing those missions. To track its efforts, the Army conducted another human relations study in both 1999 and 2003. (I asked Darlene Sullivan for an update to add here.)

### *Other DoD-wide Initiatives*

After the Army’s Aberdeen training situation surfaced, a number of initiatives were undertaken at the DoD-wide level. For example, victim assistance programs were developed and implemented. Secretary William Perry met with representatives of the Defense Advisory Committee on Women in the Services (DACOWITS) and tasked them to visit Defense training installations and report their observations regarding sexual harassment. On November 13, 1996, Deputy Secretary John White directed the Military Services to explain how they were assessing the effectiveness of their programs to combat sexual harassment and unprofessional relationships (e.g., training programs, promulgation of policies). The DEOC Task Force on Discrimination and Sexual Harassment was reconvened and the Task Force established a Sexual Harassment and Unprofessional Relationships Process Action Team (SHURPAT) to establish a framework for the Services to use in responding to Deputy Secretary White’s requirement. The SHURPAT, composed of

representatives from the Military Services, Joint Chiefs of Staff, the Reserve components, DMDC, and the Coast Guard, developed a common methodology for the Services to respond to the Deputy Secretary and a model for tracking future actions. Over a two-year time period, the SHURPAT also evaluated the Services’ programs, policies, oversight offices, and monitoring systems.

In the late 1990s, DoD established common standards on prohibited personal relationships (fraternization) involving military personnel. In July 1998, Defense Secretary Cohen directed the Services to “adopt uniform, clear, and readily understandable” fraternization policies to establish and enforce common standards with regard to personal and business relationships between officers and enlisted personnel, recruiters and potential recruits, and trainers and trainees. The Secretary approved revised Service policies in February 1999. Fraternization policies cover relationships such as dating, sharing living accommodations, engaging in intimate relations, business enterprises, commercial solicitations, gambling, and borrowing. The Army policy, which changed more than those of the other Services, required personnel to conform to the new standards by March 2000.<sup>5</sup>

### **Progress and Setbacks: The 2000s**

During 2000-2005, the Department continued to make significant progress on sexual harassment initiatives. DoD standardized data collection on sexual harassment and issued a new policy on sexual assault prevention and response. At the same time, the Department faced continuing problems regarding sexual harassment and assault. DoD responded to new evidence of domestic violence at military bases, sexual assault problems at the Service Academies, and sexual assault in the armed forces through a variety of DoD-wide and Service task forces. DoD also complied with new legislation on sexual harassment in the military.

<sup>5</sup>Armed Forces Information Service News Articles, DoD Announces Good Order Discipline Changes, July 31, 1998; Army Regulation 600-20, March 2, 1999; Air Force Instruction 36-2909; Navy Instruction 5370.2A; Marine Corps policy statement, 1999.



### *Standardization of Measurement of Sexual Harassment on DoD Personnel Surveys*

In 2002, the Department standardized its survey method for tracking sexual harassment incidence rates. Work to achieve this milestone began in 1998, when the Deputy Assistant Secretary of Defense for Equal Opportunity asked DMDC to host a Joint-Service working group to develop a standardized approach for measuring sexual harassment on personnel surveys. The need for standardized research approaches surfaced when the Department released findings from its 1995 sexual harassment survey and senior DoD officials and members of Congress became aware that sexual harassment rates on DoD-wide surveys were considerably higher than rates reported from Service-specific surveys. Standardization of survey research measures also was a recommendation of the SHURPAT, a group convened in the mid-to-late 1990s to review Service EO efforts.

Work on this project began in November 1998, and culminated in the issuance of DoD policy guidance in 2002. (Standardized Survey Measure of Sexual Harassment, 2002; Survey Method for Counting Incidents of Sexual Harassment, 2002). These two memoranda require the use of a specific sexual harassment survey measurement approach and a specific method of counting those who report having experiences.

The standardized or “core measure” consists of 19 behaviorally based items that represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—and an open item for write-in responses of “other gender-related behaviors.” The continuum of behaviors includes items that comprise sexual harassment, sexist behavior (e.g., treated you differently because of your sex?), and sexual assault (e.g., attempted and actual rape). The sexual harassment items are divided into three types and are consistent with what our legal system has defined as sexual harassment. The three types are *crude and offensive behaviors* (e.g., repeatedly told sexual stories or jokes that were offensive to you?), *unwanted sexual attention* (e.g., continued to ask you for dates, drinks, dinner, etc., even though you said ‘No?’) and *sexual coercion* (e.g., implied faster promotions or better treatment if you were sexually cooperative?). In addition to marking

items on the behavioral list, survey respondents are asked if they considered the behaviors they checked to have been sexual harassment or not. To be “counted” as sexually harassed, a respondent must have checked one or more behavioral items in the three sexual harassment categories described above and they must have indicated that some or all of what they checked constituted sexual harassment. For more information, see Survey Method for Counting Incidents of Sexual Harassment, 2002.

Additionally, the Department’s use of surveys to track sexual harassment, discrimination, and assault rates became more systematic and widely accepted during this time period. This requirement was codified in Section 561 of the National Defense Authorization Act of 2003. It required the Secretary of Defense to conduct quadrennial surveys on sexual and race/ethnic harassment, discrimination and related issues. Two new sexual harassment surveys were fielded—in 2002, the Department fielded its third DoD-wide active-duty sexual harassment survey (Lipari & Lancaster, 2004), and from March—June 2004, DoD also fielded its first Reserve component sexual harassment survey, the subject of this report.

The 2002 active-duty sexual harassment survey results showed that improved policies, programs and leadership efforts aimed at eradicating sexual harassment among active-duty members had yielded results. For example, self-reported sexual harassment rates of active-duty women declined 22 percentage points, from 46% in 1995 to 24% in 2002. Reports of sexual assault by active-duty military women also declined 3 percentage points from 1995 (6%) to 2002 (3%).

### *Preventing Domestic Violence*

During this timeframe, the Department also initiated a number of efforts to better understand other gender-related issues such as domestic violence and sexual assault. Responding to reports of spousal murder at Fort Bragg, NC, Congress in October 1999 directed then Secretary of Defense William Cohen to establish the Defense Task Force on Domestic Violence (DTFDV) to review existing military domestic violence prevention and response programs and to suggest new approaches to

military domestic violence prevention and response.<sup>6</sup> Over its three-year term in 2000-2003, the DTFDV made some 200 recommendations on DoD policies and programs related to victim safety, offender accountability, community collaboration, and education and training. DoD agreed to the vast majority of proposed changes and established a team to help implement them. The DTFDV also developed a Domestic Violence Strategic Plan to bring about a “culture shift” within DoD to emphasize a no-tolerance approach for domestic violence, DoD responsibility for holding offenders accountable, and punishment of criminal behavior.<sup>7</sup>

In the same law that established the DTFDV, Congress directed DoD to establish an incentive program for installation commanders to enhance victims’ services and promote agreements with neighboring civilian authorities on domestic violence prevention and response. Congress also required DoD to establish a central database of information on incidents of domestic violence.<sup>8</sup>

As part of DoD’s effort, Deputy Secretary of Defense Paul Wolfowitz issued a November 19, 2001 memorandum that stated, “Domestic violence will not be tolerated in the Department of Defense.” Declaring domestic violence “an offense against the institutional values of the Military Services,” Dr. Wolfowitz called upon leaders at all levels in DoD to make every effort to: (1) provide timely information to military families on local military and civilian resources and response procedures; (2) improve coordination among military-civilian first-response agencies through negotiated agreements; (3) protect victims through coordinated enforcement of civilian and military protective orders; and (4) update and standardize education and training programs for commanders, senior noncommissioned officers, and personnel with law enforcement, health care, and legal responsibilities.

The DTFDV’s recommendations were incorporated in reissued DoD directives (DoDDs), and the

Services issued implementing regulations.<sup>9</sup> DoDD 1030.1, Victim and Witness Assistance, required DoD Components to “do all that is possible” within available resources to assist victims and witnesses, especially those of child abuse, domestic violence, and sexual misconduct. It required law enforcement and legal personnel to respect victims’ dignity and privacy, protect them from accused offenders, notify them of court proceedings, and provide them with information on confined offender status.<sup>10</sup>

DoDD 6400.1, Family Advocacy Program (FAP), provided revised guidance on child and domestic abuse prevention and response. The directive required standardized and expanded public awareness, education, and family support programs, information about community resources, treatment of offenders, and cooperation with civilian authorities and organizations. It directed the USD(P&R) to develop a coordinated approach to family advocacy issues, develop criteria and standards for FAP staff and services, assist the Services’ FAP programs, and monitor compliance with DoD FAP policy. Each Service was to establish policies on FAP development, identify resources, designate Service-level and local FAP officers, provide training, encourage cooperative agreements with civilian organizations, and submit quarterly reports on child maltreatment and domestic abuse incidents to DMDC. The revised DoDD 6400.1 left unchanged the definition of spouse abuse as assault or other violence, threats, or emotional maltreatment inflicted on a partner in a lawful marriage by a military member or DoD employee.<sup>11</sup>

### *Initiatives on Sexual Harassment and Sexual Assault*

The remainder of this section summarizes the major DoD sexual harassment, sexual assault, and gender-related efforts in 2003-2005. For convenience, the initiatives are discussed by topic rather than chronologically, in part because task forces and working groups overlapped. Table 1 summarizes information on the initiatives described in this section.

<sup>6</sup>P.L. 106-65, National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2000, October 5, 1999, Sec. 591. Sec. 575 of P.L. 107-017, NDAA for FY 2002, December 28, 2001, extended the DTFDV’s mandate through April 24, 2003.

<sup>7</sup>DTFDV, Third Year Report, 2003.

<sup>8</sup>NDAA for FY 2000, Secs. 592-594.

<sup>9</sup>Memorandum for the Secretaries of the Military Departments, Subject: Domestic Violence, November 19, 2001; Army Memorandum: Reporting FAP Incidents, December 5, 2001; CNO Administrative Message, April 2002; USMC ALMAR Number 008/02: Domestic Violence, February 12, 2002; Air Force Domestic Violence Letter, July 24, 2002.

<sup>10</sup>DoD Directive 1030.1, Victim and Witness Assistance, April 13, 2004

<sup>11</sup>DoD Directive 6400.1, Family Advocacy Program (FAP), August 23, 2004.

Date of Report	Sponsor	Formal Title	Informal Title
<b>Air Force Academy</b>			
June 2003	Secretary of the Air Force Air Force General Counsel	Working Group Concerning the Deterrence of and Response to Incidents of Sexual Assault at the U.S. Air Force Academy	Walker Working Group
September 2003	U.S. Congress	Panel to Review Sexual Misconduct Allegations at the U.S. Air Force Academy	Fowler Panel
September 2003	DoD Inspector General	Interim Report on the United States Air Force Academy Sexual Assault Survey	DoD IG survey
September 2004	U.S. Air Force Academy	Fall 2004 Cadet Climate Survey	USAF survey
September 2004	Air Force Inspector General	Air Force Inspector General Summary Report Concerning the Handling of Sexual Assault Cases at the United States Air Force Academy	Air Force IG report
December 2004	DoD Inspector General	Evaluation of Sexual Assault, Reprisal, and Related Leadership Challenges at the United States Air Force Academy	DoD IG report
<b>Military Service Academies</b>			
September 2003	Government Accountability Office	Military Education: Student and Faculty Perceptions of Student Life at the Military Academies	GAO survey
November 2003	U.S. Congress Secretary of Defense	Defense Task Force on Sexual Harassment and Violence at the Military Service Academies	Hoewing-Rumburg Task Force
November 2003	Defense Advisory Committee on Women in the Services	2003 Annual Report	DACOWITS report
<b>Service-specific Initiatives</b>			
March 2004	Air Combat Command (ACC)	Sexual Assault Assessment Team Report	ACC report
May 2004	Acting Secretary of the Army Army Chief of Staff	The Acting Secretary of the Army's Task Force on Sexual Assault Policies	Army Task Force
August 2004	Assistant Secretary of the Air Force (Manpower and Reserve Affairs)	Report Concerning the Assessment of USAF Sexual Assault Prevention and Response	SAF/MR-AF/DP team
<b>DoD-wide Initiatives</b>			
April 2004	Under Secretary of Defense for Personnel and Readiness	Task Force Report on Care for Victims of Sexual Assault	Embrey report
Ongoing	Under Secretary of Defense for Personnel and Readiness	Joint Task Force for Sexual Assault Prevention and Response	JTF-SAPR

**Table 1**  
**Initiatives on DoD Sexual Harassment and Sexual Assault**

## Sexual Assault at the Service Academies

Over the years, there had been occasional reports of sexual harassment and assault problems at the Military Services' Academies.<sup>12</sup> As the new century began, it became increasingly apparent that the Department was not making significant progress in eliminating sexual harassment and sexual assault at the Service Academies. The earlier DoD IG and GAO reports showed that Academy policies were in place, but the reports provided no evidence that the existence and perceptions of sexual harassment were decreasing. (DoD General Accounting Office, 1994—we need the other reference—1991?) Much of the attention focused on the U.S. Air Force Academy (USAFA), but concern broadened to the other Academies and the military as a whole.

### *Air Force Academy*

**The Walker Working Group.** During 2002, female USAFA cadets reported experiencing sexual assault by male cadets, sparking similar revelations from other current and former cadets. In early January 2003, the Secretary of the Air Force and other Air Force senior leaders received an e-mail under the pseudonym Renee Trindle asserting that a serious sexual assault problem existed at the USAFA and that it had been ignored by the Academy's leadership.<sup>13</sup> The Air Force Secretary directed Mary L. Walker, the General Counsel (GC) of the Air Force, to establish the Working Group Concerning the Deterrence of and Response to Incidents of Sexual Assault at the U.S. Air Force Academy (Walker Working Group) to review cadet complaints. The Air Force Secretary also directed the Air Force Inspector General (IG) to review individual cases of alleged sexual assault at the Academy.

Based on the Walker Working Group's preliminary report, the Secretary of the Air Force and the Air Force Chief of Staff issued an *Agenda for Change* in March 2003 that made changes in cadet and Academy practices to reinforce Air Force concepts

of no tolerance for sexual assault, emphasis on character development, and leadership oversight. Also in March 2003, the Air Force IG established a phone line for USAFA cadet victims of sexual assault to report their assault to the IG.<sup>14</sup>

In April, the Secretary of the Air Force demoted retiring USAFA Superintendent Lieutenant General John Dallager by one rank, stating, "General Dallager did not exercise the degree of leadership in this situation that we expect of our commanders. Consequently, we could not support his retirement in the grade of lieutenant general."<sup>15</sup>

In its June 2003 final report, the Air Force's Walker Working Group found no systematic acceptance of sexual assault, systematic maltreatment of cadets who reported sexual assault, or institutional avoidance of responsibility.<sup>16</sup> The working group also concluded that implementation of the *Agenda for Change* addressed many of the group's recommendations. From 1976, when women were first admitted to the USAFA, until 1993, there was one reported incident of sexual assault at the Academy. In contrast, the working group identified 142 allegations of sexual assault during 1993-2002, an average of 14 per year. During that time, 61 incidents led to investigations, including 19 that involved charges of rape or attempted rape by male cadets. The majority of investigated incidents involved first-year female cadet victims (53%) and occurred in cadet dormitories (55%). Many (40%) involved the use of alcohol.

The Walker Working Group's report cited annual Social Climate Surveys at the Academy in 1998-2002 that indicated that many female cadets experienced sexual harassment (36-41%), derogatory comments (63-81%), and gender-based discrimination (57-66%). Most (63-75%) indicated a fear of reprisal, mainly from other cadets, for reporting sexual harassment. The working group concluded that the

<sup>12</sup>See, for example, U.S. General Accounting Office (GAO), DOD Service Academies: More Actions Needed to Eliminate Sexual Harassment, GAO/NSIAD-94-6, January 1994; DOD Service Academies: Update on Extent of Sexual Harassment, GAO/NSIAD-95-58, March 1994; Naval Academy: Gender and Racial Disparities, GAO/NSIAD-93-54, April 1993; Air Force Academy: Gender and Racial Disparities, GAO/NSIAD-93-244, September 1993; and Military Academy: Gender and Racial Disparities, GAO/NSIAD-94-95, March 1994.

<sup>13</sup>Air Force Inspector General Summary Report Concerning the Handling of Sexual Assault Cases at the United States Air Force Academy, September 14, 2004.

<sup>14</sup>U.S. Air Force News Release, Air Force Sets Up Phone Line for Sexual Assault Victims, March 17, 2003.

<sup>15</sup>Air Force Print News Today, Former Academy Leader to Retire, July 11, 2003.

<sup>16</sup>Hon. Mary L. Walker, General Counsel, Report of the Working Group Concerning the Deterrence of and Response to Incidents of Sexual Assault at the U.S. Air Force Academy, June 17, 2003.

USAFA's confidential sexual assault reporting system, which the USAFA informally adopted in 1993 and formalized in 1997, increased the number of reported incidents but hampered criminal investigations and concealed the extent of sexual assault from USAFA and Air Force leaders.<sup>17</sup> In response, the Air Force directed the Academy to adhere to DoD regulations requiring mandatory reporting of alleged sexual assaults without confidentiality.<sup>18</sup>

**DoD IG Survey.** In February 2003, Congress asked the DoD Inspector General (IG) to investigate the Air Force Academy allegations and to determine the magnitude of the problem.<sup>19</sup> Also, Congress enacted a law that required DoD to establish an oversight panel to review the issue of sexual misconduct at the USAFA and to make recommendations.<sup>20</sup>

In its May 2003 survey of 88% of 659 female USAFA cadets, the DoD IG found that 7% of respondents (including nearly 12% of senior class female cadets) said they had experienced at least one rape or attempted rape while at the Academy. Another 11% reported they had experienced at least one instance of other sexual assault at the Academy. More than two-thirds (69%) of respondents reported sexual harassment, including 39% who said they received unwanted sexual attention. The DoD IG survey found that 81% of 177 incidents were not reported, mainly due to concern about embarrassment (54%), fear of ostracism by other cadets (46%), reprisal (43%), or lack of action against the offender (41%). Male fellow cadets accounted for 86% of the offenders. Most of the incidents (64%) occurred on the USAFA campus. Nearly all (96%) of respondents believed the newly appointed USAFA command was making honest and reasonable efforts to prevent or stop unwanted sexual attention, but more than half (54%) indicated the previous command's efforts were insufficient.<sup>21</sup>

**Fowler Panel.** In April 2003, Congress established the Panel to Review Sexual Misconduct Allegations at the U.S. Air Force Academy. Led by former Congresswoman Tillie K. Fowler, and drawing on the Walker Working Group's findings and the DoD IG survey, the panel issued its report in September 2003. The panel concluded that a "chasm in leadership" existed at the Academy due in part to turnover of Air Force and Academy leadership, inconsistent command supervision, and lack of effective external oversight by its Board of Visitors, which reports to the President and the Air Force leadership. The panel stated that the *Agenda for Change* that the Secretary of the Air Force and the Air Force Chief of Staff issued in March 2003 established positive changes but did not go far enough to institutionalize permanent changes in the Academy's culture, climate, and future governance. The panel also criticized the working group's report for avoiding any reference to the responsibility of Air Force Headquarters for leadership failures at the Academy.

The Fowler Panel made 21 recommendations in areas including: (1) calling for a review of the accountability of Academy and Air Force leadership for the problems at the Academy; (2) creating new policies, plans, and legislative proposals to improve command supervision and oversight at the Academy; (3) improving efforts that focus on organizational culture and character development; and (4) improving interventions and responses to sexual assault.<sup>22</sup> The National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2005 adopted one of the task force recommendations, making the Superintendent of the Academy eligible for further assignment rather than requiring mandatory retirement.<sup>23</sup> Further, in September 2004, the Senate confirmed Brigadier General Dana Born, the head of the Academy's Behavioral Science and Leadership Department, as its first female Dean of the Faculty. As such, she is responsible for the Cadet Counseling

<sup>17</sup>Hon. Mary L. Walker, General Counsel, Report of the Working Group Concerning the Deterrence of and Response to Incidents of Sexual Assault at the U.S. Air Force Academy, June 17, 2003.

<sup>18</sup>Colorado Springs Gazette, November 30, 2004.

<sup>19</sup>Office of the Inspector General of the Department of Defense, Evaluation of Sexual Assault, Reprisal, and Related Leadership Challenges at the United States Air Force Academy, Report No. IPO2004C003, December 3, 2004.

<sup>20</sup>P.L. 108-11, Emergency Wartime Supplemental Appropriations Act for the Fiscal Year 2003, Title V, Panel to Review Sexual Misconduct Allegations at the United States Air Force Academy, April 16, 2003.

<sup>21</sup>Office of the DoD Inspector General, Interim Report on the United States Air Force Academy Sexual Assault Survey, Project No. 2003C004, September 11, 2003.

<sup>22</sup>Report of the Panel to Review Sexual Misconduct Allegations at the U.S. Air Force Academy, September 22, 2003.

<sup>23</sup>P.L. 108-375, Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005, Sec. 541.

Center that provides support to victims of sexual assault and related incidents.<sup>24</sup>

**USAFA Survey.** Sexual assault remained a problem at the USAFA. From April 2003 through September 2004, 30 alleged sexual assaults were reported at the Academy.<sup>25</sup> In the Air Force Academy's Fall 2004 Cadet Climate Survey, 33% of female cadets indicated that they would report a sexual assault, an increase from 22% in 2003. Self-incrimination on infractions of Academy rules (e.g., alcohol violations) (about 40%), fear of reprisal (e.g., social isolation) (slightly over 30%), fear of revictimization by the investigation (roughly 30%), and lack of confidentiality (about 25%) were the main reasons for not reporting assaults. More than 90% of female cadets reported that they knew how to report a sexual assault, had confidence that Academy authorities would investigate the incident and provide victim care, and agreed that the current Academy leadership is making efforts to prevent or stop unwanted sexual attention. The 2004 survey also found that about 20% of female cadets had been victims of sexual assault before they attended the Academy.<sup>26</sup>

**DoD IG Report.** The DoD IG report on sexual assault at USAFA, issued in December 2004, stated that the root cause of sexual assault problems at the USAFA was "the failure of successive chains of command over the last ten years" to acknowledge the problems' severity and to "initiate and monitor adequate corrective measures to change the culture until very recently."<sup>27</sup> The DoD IG found no evidence that the Air Force Walker Working Group report intentionally shielded Air Force management from responsibility for the problems, but it concluded that Air Force senior leaders were aware of the USAFA's confidential sexual assault reporting system without requiring sufficient external oversight of the system's implementation.

The DoD IG report criticized the confidential reporting system for delaying investigations of alleged

sexual assaults and potentially impeding investigation and action against offenders. The report also concluded that inconsistent application of the system's amnesty procedures for infractions by alleged sexual assault victims and witnesses reduced incident reporting. The report cited a "problematic cadet subculture" that created a climate unfavorable to women and lax in order and discipline. The DoD IG report assigned responsibility to eight Air Force senior officers and two legal counsels for creating, contributing to, or tolerating the program and resulting problems. The report praised the Secretary of the Air Force and the Chief of Staff for their actions since January 2003 to correct the problems. The DoD IG made 14 recommendations including: (1) requiring the Commander, Air Force Office of Special Investigations, to report directly to the Secretary of the Air Force; (2) modifying USAFA policies regarding sexual assault reporting and investigation; (3) eliminating sexual harassment and negative attitudes toward women at the Academy; and (4) ensuring cadet orientation training defines standards for sexual interaction and exemplary leadership behavior.<sup>28</sup>

**Air Force IG Report.** The Air Force IG report, submitted in September 2004 and released with the DoD IG report in December 2004, addressed 56 investigations of sexual assault allegations at the USAFA in 1993 through 2002 and concluded that minor errors in evidence handling and failure to follow established procedures or instructions did not affect the final disposition of cases or the Superintendent's ability to take action. The Air Force IG found no evidence of intentional mishandling or willful neglect by any USAFA official.<sup>29</sup>

In releasing the DoD and Air Force IG reports, Air Force Vice Chief of Staff General T. Michael Moseley indicated the Air Force had implemented the *Agenda for Change* and replaced the entire senior leadership at the USAFA. To better integrated headquarters' oversight and assistance to the Academy, the Air

<sup>24</sup>Congressional Record, September 30, 2004, S10193; USA Today, October 19, 2004.

<sup>25</sup>Denver Post, October 5, 2004.

<sup>26</sup>HQ Air Force Academy, Fall 2004 Cadet Climate Survey, October 4, 2004.

<sup>27</sup>Office of the Inspector General of the Department of Defense, Evaluation of Sexual Assault, Reprisal, and Related Leadership Challenges at the United States Air Force Academy, Report No. IPO2004C003, December 3, 2004.

<sup>28</sup>DoD IG, Evaluation of Sexual Assault, Reprisal, and Related Leadership Challenges at the United States Air Force Academy, December 3, 2004.

<sup>29</sup>Air Force Inspector General Summary Report Concerning the Handling of Sexual Assault Cases at the United States Air Force Academy, September 14, 2004.

Force established the USAFA and Commissioning Programs (DPDO) office within the Office of Deputy Chief of Staff for Personnel. Cautioning that “true cultural change takes time,” General Moseley pledged to “fix our response to sexual assault throughout the Air Force,” protecting sexual assault victims and providing continual care through permanent change of station or transition to civilian life.<sup>30</sup>

### *Military and Naval Academies*

Although the Air Force Academy was the primary focus of attention, Congress and DoD also addressed gender-related issues at the U.S. Military Academy (USMA) and the U.S. Naval Academy (USNA). Surveys and task forces identified problems there as well.

**GAO Survey.** In a survey of cadets at all Service Academies that the General Accounting Office (GAO) conducted in February 2003, women cadets at the USAFA were about evenly divided on whether the Academy greatly or generally underemphasized (47%) or gave about the right emphasis (46%) to the prevention of gender-based discrimination. More than one-third (37%) said the Academy greatly or generally underemphasized the prevention of sexual harassment, while nearly half (47%) thought the emphasis about right. Both perceptions of underemphasis were higher than comparable rates for the Military and Naval Academies. Female USAFA cadets were about evenly divided over whether the overall atmosphere for women at the Academy was poor (36%), average (29%), or good to excellent (36%). About half as many female as male USAFA cadets reported that women received preferential treatment during the admissions process (Females 24% vs. Males 53%). This difference increased sharply regarding perceptions that women received preferential treatment while at the Air Force Academy (Females 8% vs. Males 49%).<sup>31</sup>

Most female cadets at the U.S. Military Academy (USMA) and the U.S. Naval Academy (USNA)

reported that the Academies’ emphasis on prevention of gender-based discrimination and sexual harassment were about right, but sizeable percentages disagreed. About one-third (34-35%) of female cadets said the two Academies underemphasized the prevention of gender-based discrimination compared to more than one-fifth of female cadets (21-25%) who perceived too little emphasis on the prevention of sexual harassment. About 40% of female USMA and USNA cadets said the overall atmosphere for women at their Academy was poor or below average. About two-fifths (42%) of female USMA and USNA cadets reported perceiving adverse discriminatory treatment of women at their Academy.<sup>32</sup>

**Hoewing-Rumburg Task Force.** In November 2003, the NDAA for FY 2004 directed the Secretary of Defense to establish the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies.<sup>33</sup> The task force, composed of military, DoD civilian, and non-DoD members, which Secretary Rumsfeld appointed in September 2004, will assess and recommend measures to improve policies to prevent sexual harassment and assault at the U.S. Military Academy and U.S. Naval Academy. Navy Vice Admiral Gerald L. Hoewing, Chief of Naval Personnel, and Delilah Rumburg, Executive Director of the Pennsylvania Coalition Against Rape, serve as co-chairs.<sup>34</sup> The Hoewing-Rumburg Task Force will report to Secretary Rumsfeld within 12 months of its appointment on activities at the academies to respond to alleged incidents, identify any barriers to the implementation of improvements, address previously unaddressed areas of concern, and make recommendations for policy and legislative changes. The Hoewing-Rumburg Task Force will also address including sexual assault cases in the Defense Incident-Based Reporting System (DIBRS).

**DACOWITS Report.** Also in November 2003, the Defense Advisory Committee on Women in the Services (DACOWITS) submitted its 2003 report.

<sup>30</sup>Remarks by Gen. T. Michael Moseley, Vice Chief of Staff of the U.S. Air Force, DoD Briefing on DoD and AF IG Reports, News Transcript, December 7, 2004.

<sup>31</sup>GAO, Military Education: Student and Faculty Perceptions of Student Life at the Military Academies, GAO-03-1001, September 2003.

<sup>32</sup>GAO, Military Education: Student and Faculty Perceptions of Student Life at the Military Academies, GAO-03-1001, September 2003.

<sup>33</sup>P.L. 108-136, National Defense Authorization Act for Fiscal Year 2004, Sec. 526. Section 576 of P.L. 108-375, Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005, extended the task for at least 18 months after its original termination date.

<sup>34</sup>DoD News Release No. 933-04, Defense Department Announces Sexual Harassment Task Force, September 22, 2004, and DoD News Release No. 972-04, Defense Task Force Civilian Co-Chair Selected, September 30, 2004.



DACOWITS activities included meetings of Lieutenant General Carol A. Mutter, U.S. Marine Corps (Retired), chair, with the Superintendent of each Academy in the spring of 2003, following allegations of sexual misconduct at the USAFA, to discuss sexual harassment and sexual assault. The DACOWITS report recommended changes in the Military Departments' oversight of the Academies, including visits by the Service Inspector Generals and required participation in Service-wide command climate surveys. She also recommended ensuring that all Academy faculty and staff constantly reinforce the Academy's Honor Code and cited the U.S. Coast Guard Academy's "Think Before You Act" campaign of peer counseling for possible application to the other Academies.<sup>35</sup>

### *Service-specific Initiatives*

In response to allegations of continued sexual harassment and sexual assault at the Service Academies, the Air Force and Army initiated task forces to examine the extent of sexual assault throughout their Services.

**Air Staff Initiatives.** In February 2004, the Secretary of the Air Force and the Air Force Chief of Staff directed all Air Force major commands (MAJCOMs) to review their sexual assault prevention and response capabilities and recommend improvements. They directed an Air Staff team, led by the Assistant Secretary of the Air Force for Manpower & Reserve Affairs (SAF/MR) and the Deputy Chief of Staff for Personnel (AF/DP), to review the recommendations and designated the SAF/MR as the Office of Primary Responsibility (OPR) to develop an Air Force sexual assault prevention and response policy and to oversee its implementation.<sup>36</sup>

The SAF/MR-AF/DP team recommended Air Force-wide programs including policies and standard procedures, a communications strategy, a comprehensive education and training baseline and multi-tiered program for all personnel, and support for DIBRS as an integrated database of assault-related information. The team also recommended

working with the other Services and OSD to develop DoD guidance for an improved sexual assault reporting system that would balance the victim's desire for confidentiality, the commander's responsibility to maintain discipline, and the law enforcement agencies' mandate to investigate crimes. The team concluded that concerns about lack of confidentiality were a major reason for the estimated substantial underreporting of assault incidents.

At MAJCOM and base levels, the SAF/MR-AF/DP team recommended naming an Office of Primary Responsibility (OPR) for prevention and response activities with additional resources and manpower, expanded first-responder training, and partnerships with community service providers. Pending further action, the Secretary and Chief of Staff recommended in April 2004 that the Vice Wing Commander at each MAJCOM establish a Victim Support Liaison program to provide continuity of care throughout a victim's recovery. This liaison, with direct access to commanders, supplemented the existing Victim and Witness Assistance Program (VWAP) focused on the investigation and legal aspects of sexual assaults.<sup>37</sup>

**Air Force Command Initiatives.** In response to the February 2004 directive from the Secretary of the Air Force and the Air Force Chief of Staff, the Air Force Air Combat Command (ACC) formed four sexual assault assessment teams that visited ACC bases, sent an online Personal Safety Survey to nearly 90,000 ACC Airmen, and received 26,000 survey responses (including 4,800 from women in the ACC). The teams concluded that sexual assaults were substantially underreported in the ACC. There were 103 formal allegations of sexual assault in FY 2003, but 228 women (about 5% of female respondents) and 84 men answering the survey reported being assaulted during that time. Of the incidents, about 75% were indecent acts or sexual assaults; 12% were described as rapes. The most common reason for not reporting sexual assault was the perceived lack of victim privacy. Other reasons included fear of disciplinary action or ostracism,

<sup>35</sup>Lt. Gen. Carol A. Mutter, Lt. Gen., USMC (Ret.), Memorandum for the Secretary of Defense, DACOWITS 2003 Report, November 21, 2003, Appendix D.

<sup>36</sup>Office of the Assistant Secretary of the Air Force (Manpower and Reserve Affairs), Report Concerning the Assessment of USAF Sexual Assault Prevention and Response, August 2004.

<sup>37</sup>Secretary of the Air Force and Chief of Staff memorandum, Interim Measure for Victim Support, April 1, 2004.



concern about career implications, confusion as to what constitutes sexual assault, and the length and uncertainty of the investigative and legal processes.

The ACC assessment teams found great variance among bases in sexual assault prevention and response programs due to the absence of standard Air Force training and reporting requirements. Victim support services were available upon request but not well publicized, and there was no single point of integration for sexual assault programs. The teams called for an expanded sexual assault awareness campaign, additional training for commanders and other authorities, agreements with local communities to provide services, and formal procedures to protect a victim's privacy. The teams also recommended a single database for ACC-level reporting.<sup>38</sup> Based on ACC and other MAJCOM inputs, the Air Education and Training Command is developing an Air Force-wide program to inform personnel about sexual assault, appropriate preventive measures, and reporting processes. The ACC also implemented measures to increase safety in base dormitories.<sup>39</sup>

**Army Initiatives.** In response to allegations of sexual assaults during Operation Enduring Freedom (OEF) in Afghanistan and Operation Iraqi Freedom (OIF), the Acting Secretary of the Army in February 2004 established the Task Force on Sexual Assault Policies to conduct a 90-day detailed review of the effectiveness of current Army policies and programs for sexual assault prevention and response.<sup>40</sup>

In April, the Acting Army Secretary and the Army Chief of Staff issued a memorandum that communicates: "Sexual assault is a crime that cannot and will not be tolerated in the United States Army." The memorandum described Army policy as promoting awareness, victim care, investigation, and accountability. It required leaders at every level to create and promote a positive command climate in which victims have the confidence to report sexual assault incidents.<sup>41</sup>

In its May 2004 report, the Army Task Force on Sexual Assault Policies concluded that, although individual organizations had effective sexual assault programs, the Army lacked an overarching policy and integrated approach to prevention and response. It recommended assigning a single Army staff organization with responsibility for ensuring a coordinated Army-wide effort and establishing a victim advocacy program to provide information and ongoing support to victims during response and recovery. The task force recommended developing a comprehensive training program for all personnel and specialized training for first responders and unit commanders. Finding that reporting of actions in response to sexual assault allegations varied by commander, the task force recommended changes to Army policies to ensure complete reporting to Army-level organizations and a comprehensive assessment program with standard metrics and a central sexual assault database to facilitate ongoing evaluations of the effectiveness of the Army's programs.<sup>42</sup>

### *DoD-wide Initiatives*

In parallel with these Service inquiries, DoD addressed the issue of sexual harassment and sexual assault on a Department-wide basis through a separate task force that led to changes in DoD policy.

**Embrey Task Force.** In February 2004, Secretary of Defense Donald Rumsfeld directed the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) to review DoD responses to incidents of sexual assault. Dr. David S.C. Chu, the Under Secretary, formed the DoD Task Force on Care of Victims of Sexual Assaults and named Ellen Embrey, Deputy Assistant Secretary of Defense for Force Health Protection and Readiness, as its director.<sup>43</sup> The Embrey Task Force focused on five areas: prevention, reporting, response structure and effectiveness, command disposition, and accountability for the coordination of response efforts. Conducting multiple focus group sessions at each of 21 DoD locations in the U.S. and overseas, the Task Force had personal contact with than 1,300 individuals.

<sup>38</sup>Air Combat Command (ACC), Sexual Assault Assessment Team Report, March 2-17, 2004 (released December 17, 2004).

<sup>39</sup>ACC News Service, December 17, 2004.

<sup>40</sup>Acting Secretary of the Army, Memorandum for the Assistant Secretary of the Army (Manpower and Reserve Affairs), Task Force on Sexual Assault Policies, February 6, 2004.

<sup>41</sup>Acting Secretary of the Army and U.S. Army Chief of Staff Memorandum, Army Policy on Sexual Assault, April 7, 2004.

<sup>42</sup>The Acting Secretary of the Army's Task Force Report on Sexual Assault Policies, May 27, 2004.

<sup>43</sup>Defense Department Briefing on Task Force Report on Care of Victims of Sexual Assault, May 13, 2004.

The Embrey Task Force's 35 findings included: (1) DoD policies and programs mainly address sexual harassment rather than assault; (2) response experts do not function as a team in supporting victims; (3) commanders are concerned but often insufficiently sensitive to victims' needs; (4) the use of Navy and Marine Corps victim advocates to support sexual assault victims increases the quality of responses in those Services; and (5) commanders are often frustrated by their inability to take effective action against offenders.<sup>44</sup>

Based on the 35 findings, the Embrey Task Force made nine recommendations. For immediate action, it proposed establishing a single DoD-wide point of accountability for sexual assault within the Office of the USD(P&R), reporting the Task Force's views at the current combatant commanders' conference, increasing awareness of sexual assault issues through DoD-wide communication networks, and holding a summit on sexual assault. Four additional near-term (3-6 month) actions included: developing DoD-wide policies on sexual assault; establishing an Armed Forces Advisory Council of senior DoD, Justice, Veterans Affairs, and Health and Human Services senior representatives; ensuring the availability of fiscal and personnel resources to support improvements; and improving data collection on sexual assaults through accelerated implementation of DIBRS. The final, longer-term recommendation was to develop a framework for institutionalizing processes to ensure that new policies and programs remain effective and efficient.<sup>45</sup>

Upon receipt of the Embrey report, the Secretary of Defense sent a memorandum to each combatant commander requesting that each commander institute a series of meetings of subordinate leaders and senior enlisted advisors to address: (1) whether victims felt confident that reporting incidents of sexual assault would not have adverse consequences for them; (2) whether appropriate support, care, and protection mechanisms for victims were in place

and effective; and (3) what actions each leader was taking to identify, reassign, and encourage the prosecution of offenders.<sup>46</sup>

DoD Sexual Assault Conference and Summit. In response to the Embrey Task Force report, DoD convened a Care for Victims of Sexual Assault Conference in September 2004. The conference addressed five foundational issues: (1) development of a standard DoD-wide definition of sexual assault; (2) improved reporting of sexual assault incidents; (3) greater visibility of the resolution of reported cases while addressing victims' needs for privacy and confidentiality; (4) development of a sexual assault response capability for deployment to remote locations; and (5) development of templates and sample agreements to hold non-U.S. citizens accountable for assaults on U.S. service members.<sup>47</sup>

In early October 2004, a DoD Leadership Summit convened to consider the conference recommendations. The USD(P&R) chaired the summit, which included the three Service secretaries and the four Service chiefs of staff. At the summit, these leaders reached consensus on the recommendations and directed their implementation.<sup>48</sup> This consensus served as the framework for the creation of DoD policy on improved support for sexual assault victims.<sup>49</sup>

Joint Task Force for Sexual Assault Prevention and Response. Also in response to the Embrey Task Force's recommendations, the USD(P&R) selected Air Force Brigadier General K.C. McClain, the Deputy Director for Technical Training at the Air Education and Training Command (AETC), as the Commander of the Joint Task Force for Sexual Assault Prevention and Response (JTF-SAPR). The JTF-SAPR supports the USD(P&R) in advising the Secretary of Defense on all policy and program development, budget, and program oversight matters relating to sexual assault prevention and response within DoD.<sup>50</sup>

<sup>44</sup>DoD, Task Force Report on Care for Victims of Sexual Assault, April 2004.

<sup>45</sup>Joint Statement of Dr. David S.C. Chu, Under Secretary of Defense for Personnel and Readiness, and Ms. Ellen P. Embrey, Deputy Assistant Secretary of Defense for Force Health Protection and Readiness, before the House Armed Services Subcommittee on Total Force, June 3, 2004.

<sup>46</sup>Chu and Embrey statement to HASC Subcommittee, June 3, 2004.

<sup>47</sup>Chu and Embrey Statement to HASC Subcommittee, June 13, 2004; DoD Civilian Personnel Policy Council, DoD Policy on Prevention and Response to Sexual Assault, February 2, 2005.

<sup>48</sup>Remarks by Dr. Chu, DoD Briefing on DoD and AF IG Reports, News Transcript, December 7, 2004.

<sup>49</sup>DoD Civilian Personnel Policy Council, DoD Policy on Prevention and Response to Sexual Assault, February 2, 2005.

<sup>50</sup>DoD News Release No. 877-04, Commander Named for Sexual Assault Task Force, September 9, 2004.

The Task Force Commander was designated as the single point of authority to provide direction, a centralized approach, and overarching guidance to sexual assault prevention and response programs throughout the Department. The JTA-SAPR's first priority was to develop a standard DoD sexual assault policy. In other work, the JTF-SAPR will focus on education and training, building on the military's team concept to train enlisted personnel and officers in acceptable behavior, and emphasizing the importance of mutual trust in all aspects of military life. A major part of the educational program will be to encourage victims to report sexual assaults and to eliminate barriers to reporting (e.g., potential stigmatizing of victims during investigations).<sup>51</sup> The task force is an interim step. Plans call for the establishment of a permanent office by October 2005 that will provide on-going oversight of DoD sexual assault programs.<sup>52</sup>

### *New DoD Sexual Harassment and Sexual Assault Policy*

Late in 2004, Congressional and DoD initiatives combined to produce standardized DoD-wide set of policies and guidelines to ensure comparable prevention and response programs throughout the Department. These policies expand existing victim assistance programs and ensure that help is available for all DoD personnel who need it.

National Defense Authorization Act for Fiscal Year 2005. In the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2005, Congress extended the life of the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies (Hoewing-Rumburg Task Force) by at least 18 months, directing that, after completing its report on the Academies, it be renamed the Defense Task Force on Sexual Assault in the Military Services.<sup>53</sup> In its new role, the Task Force will examine sexual assaults in which members of the Armed Forces were either victims or offenders, addressing 12 areas including prevention and victim advocacy, reporting, oversight, resources, training, coordination with civilian authorities and resources, military justice, and actions against offenders who are foreign nationals.

One year after it begins this examination, the Hoewing-Rumburg Task Force will report its assessment and recommendations in each area to the Secretary of Defense. The report will address any barrier to implementation of improvements as a result of previous efforts to address sexual assault, any areas of concern not addressed in earlier reports on sexual assault prevention and response, and the Task Force's findings and conclusions. The Secretary of Defense will submit the Task Force's report with comments to Congress 90 days after receiving it, and the Task Force will terminate 90 days after the submission to Congress.

The NDAA for FY 2005 also directed DoD to take a series of initiatives related to sexual assault, which it defined as including rape, acquaintance rape, sexual assault, and other criminal sexual offenses. It required the Secretary of Defense to establish a comprehensive policy by January 1, 2005 on the prevention of and response to sexual assaults involving members of the Armed Forces, based on the report of the Task Force on Care for Victims of Sexual Assault. The policy will address prevention measures, education and training, investigation of complaints, medical treatment of victims, confidential reporting of incidents, victim advocacy and intervention, oversight by commanders, disposition of victims (including review of administrative separation actions), disposition of members accused of sexual assault, collaboration with civilian agencies in providing services to victims, and uniform collection of data on incidents and disciplinary actions. By March 1, 2005, the Secretary must propose legislation to enhance DoD's capability to address matters relating to sexual assaults. The Secretary must also ensure uniform implementation of the new policy across the Services.

Also by March 1, 2005, the Secretaries of the Military Departments must prescribe new or modify existing regulations to conform to the new DoD policy guidance. They must also institute programs to promote awareness of the incidence of sexual assault and provide victim advocacy and intervention for victims by trained victim advocates. They must adopt procedures that specify the person(s) to

<sup>51</sup>Washington Post, November 3, 2004.

<sup>52</sup>Remarks by Dr. David S.C. Chu, Under Secretary of Defense for Personnel and Readiness, DoD Briefing on DoD and AF IG Reports, News Transcript, December 7, 2004. DoD Civilian Personnel Policy Council, DoD Policy on Prevention and Response to Sexual Assault, February 2, 2005.

<sup>53</sup>P.L. 108-375, Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005, Sec. 576.

whom an incident should be reported and others who should be contacted. The procedures should also address the preservation of evidence, confidential reporting and contacting victim advocates, disciplinary actions and other sanctions, training on sexual assault procedures, including for members who process allegations, and other matters that the Secretary of Defense considers appropriate.

The law requires the Secretaries of the Military Departments to conduct annual assessments of the implementation of sexual assault policies and procedures in their departments, beginning in January 15, 2006, and to submit annual reports to the Secretary of Defense on sexual assault incidents by April 1, 2005, and January 15<sup>th</sup> of subsequent years. The reports must describe the number of assaults against and by members of the Armed Forces, a synopsis of each incident and resulting disciplinary action, policies and procedures undertaken in the reporting year, and a plan for actions to be taken in the following year. Reports in 2006-2008 must include the results of the Secretary's annual assessment. The Secretary of Defense must transmit the reports, together with comments on each, to the Senate and House Committees on the Armed Services by May 1, 2005 (for the 2004 reports) and, for subsequent reports, by March 15<sup>th</sup> of the following year.<sup>54</sup>

**New DoD Policy on Sexual Assault Prevention and Response.** To meet the January 1, 2005 Congressional deadline, the USD(P&R) issued a series of directive-type memoranda in November and December 2004 that set forth guidance establishing DoD policy on sexual assault matters. The policy includes a standard definition, response capability, training, response actions, and reporting. The JFT-SAPR will consolidate the memoranda into a new DoD directive and instruction during the next six months. The memoranda require the Services to issue implementing guidance, and the JTF-SAPR will work with the Services to implement the program. On January 4, 2005, Dr. Chu announced the

new sexual assault policy, which provides a foundation through which DoD will improve prevention of sexual assault, significantly enhance support to victims, and increase accountability. Dr. Chu stated: "Sexual assault is a crime, and is not tolerated."<sup>55</sup> The purpose of the policy is to create a climate of confidence.<sup>56</sup>

**Definition.** The new policy establishes a standard DoD-wide definition of sexual assault as "intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot consent." Sexual assault includes rape, nonconsensual sodomy, indecent assault, or attempts to commit such acts. DoD defines other sex-related offenses as sexual acts in violation of the UCMJ that do not meet the definition of sexual assault or sexual harassment.<sup>57</sup> Sexual assault can occur without regard to the victim's gender, age, or spousal relationship.<sup>58</sup>

**Response Capability.** The policy requires all Services to develop a Service-specific policy that establishes an "immediate response capability for each report of sexual assault in all locations, including deployed locations, to ensure timely access to appropriate victim services."<sup>59</sup> The policy will ensure uniformity in the standards of care and establish a common framework for an integrated sexual response capability worldwide using a case management approach that ensures personal attention to each victim's needs and accountability of the systems that provide support.<sup>60</sup>

The policy requires each Service to designate, at the appropriate command level, a Sexual Assault Response Coordinator (SARC) as the single point of contact to coordinate sexual assault victim care. The SARC will track victim services from initial report through final disposition, chair a monthly interdisciplinary case management group to review ongoing cases, provide updates to commanders, and assist commanders in meeting annual and newcomer orientation sexual assault training requirements.

<sup>54</sup>P.L. 108-375, Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005, Sec. 577.

<sup>55</sup>DoD News Release No. 007-05, DoD Announces New Policy on Prevention and Response to Sexual Assault, January 4, 2005.

<sup>56</sup>DoD Civilian Personnel Policy Council, DoD Policy on Prevention and Response to Sexual Assault, February 2, 2005.

<sup>57</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, Department of Defense (DoD) Definition of Sexual Assault (JTF-SAPR-006), December 13, 2004.

<sup>58</sup>DoD Civilian Personnel Policy Council, DoD Policy on Prevention and Response to Sexual Assault, February 2, 2005.

<sup>59</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, Response Capability for Sexual Assault (JTF-SAPR-008), December 17, 2004.

<sup>60</sup>DoD Civilian Personnel Policy Council, DoD Policy on Prevention and Response to Sexual Assault, February 2, 2005.

The Services will also designate Victim Advocates (VAs) who will report to the SARC. The Services will determine screening and qualification standards for the VAs. These may be paid, volunteer, or collateral duty military, DoD civilian, or contractor personnel reporting to the SARC. Each sexual assault victim will be offered a VA to provide information and support as long as the victim requests it.<sup>61</sup>

To supplement Service capabilities, all military installations in the U.S. (and overseas, where appropriate) will establish a formal memorandum of understanding (MOU) with local community service providers and other Services to exchange sexual assault information, collaborate with crisis counseling centers, coordinate medical and counseling services for victims, and provide training to military sexual assault medical examiners and health providers. The goal is to ensure that victims receive the same level of care regardless of location.<sup>62</sup>

Confidentiality. As part of its new policy, DoD is committed to developing policy that will provide for confidential reporting of a sexual assault. The policy will encourage more victims to come forward for help and provide commanders with a better understanding of the command climate as it relates to sexual assault.<sup>63</sup>

Training. The new DoD policy on sexual assault prevention establishes minimum baseline training requirements for members of the Armed Forces. The policy requires the Services to conduct initial sexual assault prevention and response training of all Service members based on DoD policy and standards. The policy emphasizes recurrent training, including initial entry training, annual sexual assault awareness training, and training during

leadership development and Professional Military Education (PME) programs. Training will ensure that members have a working knowledge of sexual assault, why it is a crime, the meaning of consent, and reporting options. Leadership training will ensure that there is a “clear, immutable commitment of leaders and commanders at all levels” to the elimination of sexual assault in the military.<sup>64</sup> The Services will also develop training standards and regulations that require pre-deployment training for all those scheduled to be deployed to foreign areas, including training on DoD and Service sexual assault policies, foreign area customs, sexual assault reporting procedures, and victim support services.<sup>65</sup> The policy also directs the JTA-SAPR to work with the Services to establish first responder (e.g., health-care, law enforcement, legal, chaplain, victim advocate) baseline training standards and implementation guidance by February 28, 2005.<sup>66</sup> Baseline standards for responder groups will ensure that everyone, everywhere receives the same level of response.<sup>67</sup>

Response Actions. The new DoD policy requires actions to facilitate victims’ reports of sexual assault, build victims’ confidence in DoD investigative and military justice systems, and identify and discipline perpetrators. To improve victim support, it requires the Services to establish guidance to ensure that all reported sexual assaults are promptly investigated and resolved. As soon as practicable, any military authority who receives such a report will notify investigative authorities, who will inform the victim’s unit commander. Unit commanders will ensure that victims receive monthly updates on the status of related proceedings. To ensure consistent command attention, each Service will designate an appropriate level of command to direct response activities.<sup>68</sup>

<sup>61</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, Response Capability for Sexual Assault (JTF-SAPR-008), December 17, 2004.

<sup>62</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, Collaboration with Civilian Authorities for Sexual Assault Victim Support (JTF-SAPR-010), December 17, 2004.

<sup>63</sup>DoD Civilian Personnel Policy Council, DoD Policy on Prevention and Response to Sexual Assault, February 2, 2005.

<sup>64</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, “Training Standards for DoD Personnel on Sexual Assault Prevention & Response (JTF-SAPR-007), December 13, 2004.

<sup>65</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, Training Standards for Pre-Deployment Information on Sexual Assault and Response Training (JTF-SAPR-012), December 17, 2004.

<sup>66</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, Training Standards for Sexual Assault Response Training (JTF-SAPR-011), December 17, 2004.

<sup>67</sup>DoD Civilian Personnel Policy Council, DoD Policy on Prevention and Response to Sexual Assault, February 2, 2005.

<sup>68</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, Increased Victim Support and A Better Accounting of Sexual Assault Cases (JTF-SAPR-002), November 22, 2004.

**Commander's Role.** The new policy emphasizes the role of the commander (e.g., mid-level officer, non-commissioned officer, supervisor) in setting the team climate of no tolerance, preventive training, and effective response. The commander should encourage reporting by sexual assault victims. The commander should also ensure victim support, including the conduct of a full investigation of the incident, support and counseling to the victim, and prevention of ostracism of a victim by other personnel.<sup>69</sup>

The policy contains a DoD-level checklist, with Service-level implementing guidance, for commanders to use as a guide to respond to reported sexual assaults, including providing for the victim's safety and medical treatment, ensuring criminal investigation, and, if appropriate, reassigning the victim to another location and issuing "no contact" orders to prevent further victimization. The checklist also includes actions to inform the accused of their rights.<sup>70</sup> The policy encourages unit commanders to exercise their authority, as appropriate, to defer disciplinary action in the event of a victim's collateral misconduct in sexual assault cases. Such action will reduce victims' fears in reporting sexual assaults and encourage continued victim cooperation in timely and effective investigations.<sup>71</sup> The policy also requires the Services to designate an appropriate level of command to review all administrative separations involving sexual assault victims.<sup>72</sup>

**Data Collection and Reporting.** To meet Congressional reporting requirements, the USD(P&R) requested data from each Service on sexual assaults, related investigations and dispositions, and each Service's current and planned sexual response policies, procedures, and processes. The data will form the basis of quarterly and annual

reports of incidents and investigations pending full implementation of the DIBRS system. Ongoing reporting will enable DoD to track sexual assault cases from initiation to completion. DoD will implement a similar reporting system for the tracking of victims' case management.<sup>73</sup>

### **Sexual Harassment and the Reserves**

As this report demonstrates, the issue of sexual harassment affects the Reserve components as well as active-duty military personnel. The following section presents a brief background on the Reserve components, their roles, and selected demographics of their memberships.

#### *The Changing Role of the Reserves*

Traditionally, the Reserve components (National Guard and Reserve) have served as the Nation's standby military capability, responding to domestic emergencies and providing a strategic resource to support the Active component in a major war. The use of the Reserve components has evolved over the past three decades with the advent of the All-Volunteer Force and the emphasis on a Total Force Policy that integrates Active and Reserve component capabilities. No longer a "force in reserve," today's Reserve components are involved across the spectrum of military operations—from humanitarian and peacekeeping missions to homeland security and wartime operations. After Vietnam and especially after the Cold War, military policy (for the Army, the Abrams Doctrine<sup>74</sup>), Active component end-strength reductions<sup>75</sup>, and substantial declines in defense spending combined to make the Reserves a partner with the Active forces to an unprecedented extent, performing essential functions especially in combat support and combat services support. Budget reductions also led to post-Cold War personnel cuts for the Reserve component (for

<sup>69</sup>DoD Civilian Personnel Policy Council, DoD Policy on Prevention and Response to Sexual Assault, February 2, 2005.

<sup>70</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, Commander Checklist for Responding to Allegations of Sexual Assault (JTF-SAPR-005), December 15, 2004.

<sup>71</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, Collateral Misconduct in Sexual Assault Cases (JTF-SAPR-001), November 12, 2004.

<sup>72</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, Review of Administrative Separation Actions Involving Victims of Sexual Assault (JTF-SAPR-004), November 22, 2004.

<sup>73</sup>Under Secretary of Defense for Personnel and Readiness, Memorandum, Data Call for CY04 Sexual Assaults (JTF-SAPR-003), November 22, 2004.

<sup>74</sup>The Abrams Doctrine, named for General Creighton Abrams, Army Chief of Staff in the 1970s, is the philosophy that the U.S. should never go to war without calling up the "spirit of the American people" through the participation of the Guard and Reserve. In the Vietnam War, the U.S. activated only a few Reserve component units.

<sup>75</sup>In the 1990s, Active component end strength fell by 36 percentage points, compared to a 27-percentage point decline in the Reserve components.

example, the Army National Guard, the largest Reserve component, lost 90,000 troops, declining from 457,000 soldiers in 1989 to 367,000 in 1997).<sup>76</sup>

The Active component drawdown transferred more modern combat equipment to the Reserves (mainly Army and Air National Guard), increasing their ability to augment active-duty combat units. Table

2 summarizes the Reserve components' contribution to today's Total Force. As it shows, Army and Air Force members are the great majority (85%) of the Selected Reserve (Army: 64%; Air Force: 21%).<sup>77</sup>

During the Cold War, activation of reservists was limited. In 1986-1988, for example, Reserve component personnel performed an average of 0.9 million duty days in support of DoD missions. Since the

Component	FY 2005 End-Strength	Percentage of Component Total	Responsibilities
Army	555,000 (ARNG: 350,000; USAR: 205,000)	53% (ARNG: 33%; USAR: 20%)	56% of combat forces (ARNG: 36 brigades). 54% of combat support: 46% ARNG (including 28% attack helicopter, 67% field artillery), 18% USAR. 68% of combat services support: 32% ARNG (including 100% MWD Civil Support Teams), 36% USAR (including 29% logistics, 17% training, 16% medical).
Navy	83,400	19%	Ships: 9 Guided Missile Frigates, 5 Mine Countermine, 10 Mine Hunter Coastal; Aircraft: 7 Carrier Air Wings; 6 Maritime Patrol, 15 Logistics, and 5 Helicopter squadrons
Marine Corps	39,600	19%	1 Division with Air Wing and Logistics Support (25% of Marine Corps divisions), echelon above division support capability
Air Force	182,900 (ANG: 106,800; USAFR: 76,100)	34% (ANG: 20%; USAFR: 14%)	33% of Air Force fighters (ANG); 100% of Air Defense and J-STARS (ANG) and Weather (USAFR); 64% of Theater Airlift (42% ANG; 22% USAFR); 22% of Strategic Airlift (USAFR); 40% of Tankers (ANG); 48% of Combat Search and Rescue (20% ANG; 28% USAFR) capability
Coast Guard	9,000	19%	Port Security Units; Marine Safety and Security Teams; Harbor Defense Command augmentation
Total	869,900	38%	

*Note.* ARNG: Army National Guard; USAR: Army Reserve; ANG: Air National Guard; USAFR: Air Force Reserve.

*Sources:* End-strengths: National Defense Authorization Act for Fiscal Year 2005, Sec. 401 (Active) and Sec. 411 (Reserve); Coast Guard Authorization Act for Fiscal Year 2005, HR 3879, Sec. 3 (Active). Percentages and Coast Guard Reserve end-strength: OSD/RA, Total Force Briefing, September 21, 2004; Responsibilities: Introduction to the Office of the Assistant Secretary of Defense for Reserve Affairs ("RC 101"), briefing of September 9, 2004; Army National Guard Vision 2010.

**Table 2**  
Selected Reserve Contributions to the Total Force

<sup>76</sup>Army National Guard, I Am the Guard, History of the Army National Guard, 1636-2000 (299).

<sup>77</sup>There are 1.2 million Ready Reserve members (about 45% of total military manpower). Nearly three-fourths (73%) are in the Selected Reserve, paid personnel who serve part-time (drilling at least 39 days a year). The remaining members are Individual Ready Reserve (IRR) members who serve without pay or required drill. The President may activate up to 200,000 members (including 30,000 IRR) for up to 270 days upon notification of Congress and without declaring a national emergency. In a national emergency, the President may activate up to 1,000,000 Ready Reserve members for up to two years, reporting to Congress every six months. President George W. Bush declared such an emergency on September 14, 2001 after the September 11 terrorist attacks.



end of the Cold War, the use of the Reserve components has undergone significant change. Not only has operational tempo (the activation/deployment rate) increased overall, but also some capabilities traditionally resident in the Reserve components (e.g., civil affairs, law enforcement) have been in near-continuous use. As a result, the Reserve components have become an integral part of every military operation. During Operation Desert Shield/Desert Storm in 1990-1991, the Reserve activation rate rose to 44.2 million duty days. Since the mid-1990s, reservists have served in small-scale contingency operations (e.g., peacekeeping, humanitarian assistance) in, for example, Bosnia and Kosovo. In Bosnia, DoD activated nearly 8,200 reservists in 1996.<sup>78</sup> During 1996-2001, the Reserves' level of activation increased more than tenfold from the late 1980s level, averaging 12-13 million duty days per year.

The Global War on Terror has greatly accelerated the Reserves' activation rate. The 2001 rate more than tripled to 42 million duty days in 2002 and more than quadrupled to 62 million days in 2003.<sup>79</sup> Put differently, the 2003 rate is about 1.4 times the peak rate in the first Persian Gulf War. As of June 30, 2004, DoD had about 155,000 Reserve component members mobilized, down from 175,000 at the end of March 2004. Of these, the Army had about 131,000 Reserve component members mobilized (about 24% of FY05 authorized end-strength). The Navy had about 3,000 Reservists mobilized (about 4%), the Marine Corps about 9,000 Reserve members (about 23%), and the Air Force about 12,000 Reserve component members (about 7%). The average length of Reserve component members' mobilization more than doubled from 156 days during Operation Desert Shield/Desert Storm to 342 days as of March 30, 2004.<sup>80</sup>

Another measure of the Reserve components' increased role is the use of the Army and Air Force National Guard. By June 2004, more than half of the Guard's 457,000 personnel had been activated for overseas warfighting, peacekeeping, or homeland defense missions since September 2001, including 51% of the Army, 31% of the Air National Guard and Air Force Reserve, 25% of the Naval Reserve, and more than 50% of the Marine Corps Reserve.<sup>81</sup> Personnel with high-demand skills deployed at much higher rates. As of June 2004, some 95% of Guard military police units had deployed, as had at least 50% of transportation, aviation, medical, and special operations units. The percentage of Army National Guard personnel per state who were alerted, mobilized, or deployed for federal missions as of June 2004 varied dramatically, ranging from less than 20% in three states to more than 80% in two others, with the largest states having rates of 30-50%.<sup>82</sup> Because the Guard performs both state and federal missions, it faces potentially competing state and federal requirements. Guard units performed nearly 433,000 duty days on state missions in FY 2003, more than double the level before the September 11, 2001 terrorist attacks. These missions included both homeland defense (e.g., protection of critical infrastructure) and traditional civil support (e.g., forest fire response) activities.<sup>83</sup>

Although deployment rates have varied significantly, through July 30, 2004, as many as 225,000 Reserve personnel have been deployed during a single month in support of Operation Enduring Freedom (OEF) in Afghanistan and Operation Iraqi Freedom (OIF). In October 2004, reservists accounted for about one third of the 147,000 forces in the U.S. Central Command's Area of Responsibility. Reservists make up about 40% of the 138,000

<sup>78</sup>Army National Guard, I Am the Guard, History of the Army National Guard, 1636-2000 (306). The U.S. peacekeeping role in Bosnia formally ended on December 1, 2004. About 150 of the 700 U.S. troops there will remain to help local authorities implement defense reforms and hunt war criminals. Washington Post, November 25, 2004.

<sup>79</sup>Review of Reserve Component Contributions to National Defense, Directed by the 2001 Quadrennial Defense Review, December 20, 2002; Office of the Deputy Assistant Secretary of Defense for Reserve Affairs (Readiness, Training, and Mobilization), Rebalancing Forces: Easing the Stress on the Guard and Reserve, January 15, 2004.

<sup>80</sup>Government Accountability Office (GAO), Military Personnel: DoD Needs to Address Long-term Reserve Force Availability and Related Mobilization and Demobilization Issues, GAO-04-1031, September 2004.

<sup>81</sup>Michael O'Hanlon, "The Need to Increase the Size of the Deployable Army," Parameters, Autumn 2004.

<sup>82</sup>By contrast, only two states had more than 20% of its Air National Guard personnel mobilized or deployed for federal missions as of May 31, 2004. (GAO, Military Personnel: DoD Needs to Address Long-term Reserve Force Availability and Related Mobilization and Demobilization Issues, GAO-04-1031, September 2004).

<sup>83</sup>GAO, Reserve Forces: Actions Needed to Better Prepare the National Guard for Future Overseas and Domestic Missions, GAO-05-21, November 2004.



troops in Iraq, compared to 9% in May 2003.<sup>84</sup> Of the reservists, two-thirds have been Army National Guard and Reserve members. The percentages are likely to increase due to troop rotation, with Reserve replacing Active component units in Iraq in 2005. For example, the current 32,000-person Army National Guard contingent in Iraq is projected to grow to 42,000 in 2005, providing about 30% of all U.S. forces there.<sup>85</sup> About 86,000 Army National Guard members have served in Iraq since March 2003, compared to about 250,000 Army active-duty soldiers.<sup>86</sup> DoD expects high rates of Reserve mobilization to continue. Projections for the next 3-5 years include mobilization of 100,000-150,000 Reservists, mostly from the Army National Guard and Army Reserve.<sup>87</sup>

The increase in Reserve activation in the past few years has put Reserve component capabilities under growing stress. Especially for those activated, the Reserves' new role has sharply reduced the distinction between active-duty and reserve personnel. For example, since July 2003, Army Active and Reserve members have served the same one-year tour in Iraq (although plans exist to reduce this period to 6-9 months for reservists).<sup>88</sup> By contrast, reservists in peacekeeping operations in Bosnia served 6-month tours.<sup>89</sup> DoD estimates that Reserve deployments will average at least one year for the next 3-5 years.<sup>90</sup> To meet the needs of Army National Guard units deploying for OEF/OIF, the Army as of mid-2004 had transferred more than 74,000 personnel and 35,000 items of equipment (e.g., night vision goggles) from non-deployed units, leaving them in a reduced state of readiness.<sup>91</sup>

### *Redefining the Reserves*

The September 2001 Quadrennial Defense Review

(QDR) defined a new defense strategy to transform the U.S. military from a threat-based force for countering a few pre-defined major attacks to a capabilities-based force able to respond to a wide range of unpredictable contingencies, deterring or defeating threats from diverse sources and regions. The QDR called for DoD to undertake a comprehensive review of the Active and Reserve mix, organization, priority missions, and associated resources.<sup>92</sup> In November 2001, Deputy Secretary of Defense Wolfowitz directed the USD(P&R) to perform this review. The resulting study (issued in December 2002) addressed the Reserve components' missions, including its role in homeland security. The study recommended changes in the Active-Reserve balance and proposed management initiatives based on a continuum of service concept to replace the traditional division between full-time and part-time military personnel.<sup>93</sup>

Acting on these recommendations, the Secretary of Defense issued a memorandum on July 9, 2003 directing the Services to promote the judicious and prudent use of the Reserve components. In the memorandum, the Secretary directed the Services to implement force rebalancing initiatives, combining efficient use of manpower with technological solutions to ease the strain on Guard and Reserve forces. The Secretary directed force restructuring to reduce dependence on involuntary mobilization of reservists early (first 15 days) in a rapid response operation and to limit a reservist's total involuntary mobilization (for planning purposes, to one year in every six).<sup>94</sup>

In implementing the Secretary's guidance, DoD has taken a three-track approach: (1) reassigning military spaces within the Active force and between

<sup>84</sup>Bloomberg.com, October 19, 2004; USA Today, December 15, 2004. As of March 2004, there were 16,500 Army National Guard troops in Afghanistan. GAO, Reserve Forces: Observations on Recent National Guard Use in Overseas and Homeland Missions and Future Challenges, GAO-04-670T, April 29, 2004.

<sup>85</sup>Baltimore Sun, October 19, 2004.

<sup>86</sup>USA Today, December 15, 2004.

<sup>87</sup>GAO, Military Personnel: DoD Needs to Address Long-term Reserve Force Availability and Related Mobilization and Demobilization Issues, GAO-04-1031, September 2004.

<sup>88</sup>Bloomberg.com, October 19, 2004, quoting an interview with Lt. Gen. Steven Blum, Commander, Army National Guard.

<sup>89</sup>National Guard Magazine, May 2004.

<sup>90</sup>Office of the Assistant Secretary of Defense for Reserve Affairs (Readiness, Training, and Mobilization), Rebalancing Forces: Easing the Stress on the Guard and Reserve, January 15, 2004.

<sup>91</sup>GAO, Reserve Forces: Actions Needed to Better Prepare the National Guard for Future Overseas and Domestic Missions, GAO-05-21, November 2004.

<sup>92</sup>Quadrennial Defense Review Report, September 30, 2001.

<sup>93</sup>Review of Reserve Component Contributions to National Defense, December 20, 2002.

<sup>94</sup>Office of the Deputy Assistant Secretary of Defense for Reserve Affairs (Readiness, Training, and Mobilization), Rebalancing Forces: Easing the Stress on the Guard and Reserve, January 15, 2004.

Active and Reserve forces (10,000 in 2003 and 20,000 in 2004); (2) reducing stress in high use career specialties (e.g., military police, air crews); and (3) applying innovative management practices including the continuum of service concept and a new mobilization training approach. The continuum of service approach would both increase flexibility for individual service members to support DoD missions and enhance DoD's access to a wide and changing range of skills to meet its evolving requirements. It would replace the separate Active and Reserve component systems with a single system that gives individual service members the ability to move between full-time and part-time status, including availability upon activation without other duties. The concept would group personnel into two classes of affiliation: active-status, including the Active component and the Ready Reserve; and inactive-status, including military retirees and civilian volunteers. Implementation of the continuum of service concept will require legislative as well as policy changes.<sup>95</sup> Redefinition of both the Active

and Reserve components as a single active-status force would emphasize their partnership in providing for the Nation's defense.

The Army Campaign Plan includes plans to restructure the Army National Guard and Army Reserve. Under the plan, the Army will reorganize Guard and Reserve units returning from overseas deployments into modular formations tailorable to a combatant commander's specific needs and enable them to achieve combat readiness over a five-year period.<sup>96</sup>

### *Active and Reserve Component Populations*

Table 2 compares the populations and percentages of Active and Reserve members in different categories as of September 2004.<sup>97</sup> As Table 3 shows, the Army constitutes a much greater portion of the Selected Reserve than of active duty personnel. Conversely, the Naval Reserve and Marine Corps Reserve are much smaller percentages of the Selected Reserve than the Navy and Marine Corps are of active duty forces. Also noteworthy, the

Category	AC Population	Percentage of Total AC	Estimated RC Population	Percentage of Total RC
Component	1,451,149	100%	859,395	100%
DoD Total	1,412,149	97%	851,395	99%
Army	494,291	34%	547,049	64%
Army National Guard			342,918	40%
Army Reserve			204,131	24%
Navy	368,217	25%	82,558	9%
Marine Corps	177,021	12%	39,644	5%
Air Force	372,620	26%	182,144	21%
Air Force National Guard			106,822	12%
Air Force Reserve			75,322	9%
Coast Guard	39,000*	3%*	8,000*	1%*

*Note:* Percentages may not add to 100% due to rounding.  
 \*As of July 2004 (U.S. Coast Guard web site, accessed February 25, 2005).

**Table 3**  
Comparison of Active Component (AC) and Reserve Component (RC) Populations as of September 2004

<sup>95</sup>Office of the Deputy Assistant Secretary of Defense for Reserve Affairs (Readiness, Training, and Mobilization), Rebalancing Forces: Easing the Stress on the Guard and Reserve, January 15, 2004.

<sup>96</sup>GAO, Reserve Forces: Actions Needed to Better Prepare the National Guard for Future Overseas and Domestic Missions, GAO-05-21, November 2004, Appendix II.

<sup>97</sup>The data in Table 1-2 are not directly comparable to those in Table 1 because Table 1-1 addresses FY05 authorized end-strengths. Table 1-2 shows actual personnel levels as of September 2004 (for the Coast Guard, July 2004).

Army National Guard—and, to a lesser extent, the Air National Guard—is substantially larger than the Army Reserve.

### Distribution of Active and Reserve Component Populations

The following chapters summarize survey responses using demographic categories such as gender, Reserve Component, and paygrade. This section compares data on active duty and Reserve Component members based on these categories.

#### *By Gender*

Table 4 shows the composition of active-duty military personnel by gender. As it shows, there are proportionately more women in the Air Force (20%) and fewer in the Marine Corps (6%) than in the other Active Components.

Table 5 presents comparable data for the Reserve Components. In the Reserve Components, women

form larger percentages of the Army Reserve (24%) and Air Force Reserve (23%) than of the Army National Guard (13%) and Air National Guard (18%), differences that reflect their different missions. In the Army National Guard components, the National Guard units have primarily ground combat missions, while the Army Reserve units mainly provide combat support services.

#### *By Paygrade*

Comparisons by gender and paygrade show the same differences in population distribution between active duty and Reserve Component members (see Tables 6 and 7). Notably for this study, women make up a slightly higher proportion of Reserve than Active members among both enlisted personnel and officers.

Tables 8 and 9 translate these paygrade data into percentages of women and men in each paygrade for active duty and Reserve Component members.

Component	Female		Male	
	Population	Percentage	Population	Percentage
Army	72,683	15%	421,608	85%
Navy	53,438	15%	314,779	85%
Marine Corps	10,736	6%	166,285	94%
Air Force	73,055	20%	299,565	80%
DoD Total	209,912	15%	1,202,237	85%

**Table 4**  
Active Component Populations by Gender and Component

Component	Female		Male	
	Population	Percentage	Population	Percentage
ARNG	43,939	13%	298,979	87%
USAR	48,309	24%	155,822	76%
USNR	16,988	21%	65,570	79%
USMCR	1,876	5%	37,768	95%
ANG	18,869	18%	87,953	82%
USAFR	17,516	23%	57,806	77%
DoD Total	147,497	17%	703,898	83%

**Table 5**  
Reserve Component Populations by Gender and Component as of September 2004

## Introduction

Paygrade	Total		Army		Navy		Marine Corps		Air Force	
	F	M	F	M	F	M	F	M	F	M
E00-E04	99,635	524,136	36,161	193,223	25,724	123,716	6,601	100,856	31,149	106,341
E05-E09	75,134	485,197	24,200	159,931	19,594	144,859	3,053	47,868	28,287	132,539
W01-W05	1,104	14,556	896	11,246	90	1,527	118	1,783	0	0
O00-O03	23,271	104,547	7,856	33,731	5,201	26,407	821	9,936	9,393	34,473
O04-O06	10,729	72,960	3,560	23,174	2,818	18,069	141	5,763	4,210	25,954
TOTAL 1	209,912	1,202,237	72,683	421,608	53,438	314,779	10,736	166,285	73,055	299,565
TOTAL 2	1,412,149		494,291		368,217		177,021		372,620	

**Table 6**

Active Component Populations by Gender, Component, and Paygrade as of September 2004

Paygrade	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
E00-E04	66,649	275,425	27,445	140,925	21,159	60,520	5,912	15,233	1,228	27,117	5,958	20,283	4,947	11,347
E05-E09	58,130	324,134	12,651	125,213	17,951	66,151	7,999	35,215	448	7,385	10,745	56,202	8,336	33,968
W01-W05	845	9,109	490	6,388	312	2,210	12	173	31	338	0	0	0	0
O00-O03	9,938	37,287	2,146	15,869	4,348	10,783	909	3,480	49	471	998	3,587	1,488	3,097
O04-O06	11,909	57,373	1,204	10,400	4,532	16,045	2,154	11,420	120	2,448	1,160	7,737	2,739	9,323
TOTAL 1	147,497	703,898	43,939	298,979	48,309	155,822	16,988	65,570	1,876	37,768	18,869	87,953	17,516	57,806
TOTAL 2	851,395		342,918		204,131		82,558		39,644		106,822		75,322	

**Table 7**

Reserve Component Members by Paygrade, Gender, and Component as of September 2004

Paygrade	Total		Army		Navy		Marine Corps		Air Force	
	F	M	F	M	F	M	F	M	F	M
E0-E4	16	84	16	84	17	83	6	94	23	77
E5-E9	13	87	13	87	12	88	6	94	18	82
W01-W05	7	93	7	93	6	94	6	94	0	0
O0-O3	18	82	19	81	16	84	8	92	21	79
O4-O6	13	87	13	87	13	87	2	98	14	86
TOTAL	15	85	15	85	15	85	6	94	20	80

**Table 8**

Percentages of Active Component Members by Paygrade and Gender per Component as of September 2004

Paygrade	Total		Army		Navy		Marine Corps		Air Force	
	F	M	F	M	F	M	F	M	F	M
E0-E4	16	84	16	84	17	83	6	94	23	77
E5-E9	13	87	13	87	12	88	6	94	18	82
W01-W05	7	93	7	93	6	94	6	94	0	0
O0-O3	18	82	19	81	16	84	8	92	21	79
O4-O6	13	87	13	87	13	87	2	98	14	86
TOTAL	15	85	15	85	15	85	6	94	20	80

**Table 9**

Percentages of Reserve Component Members by Paygrade and Gender per Component as of September 2004

As they indicate, there are notable differences between active and Reserve members and among the Reserve Components. Among active duty members, women form a lower percentage of senior officers (2-14%) than junior officers (8-21%) and smaller percentages of senior (6-18%) than junior (6-23%) enlisted personnel. Similarly, in the Reserve Components, women also form smaller percentages of senior than junior officers (5-23% vs. 9-32%) and of senior than junior enlisted personnel. In general,

gender distribution reflects the overall population in each component, with more women at all comparable paygrades in the Army Reserve (21-29%) and the Air Force Reserve (20-32%) than in the other components.

Tables 10 and 11 show the distribution of active duty and Reserve Component members by gender and age. Because age is closely related to paygrade, this report does not summarize survey responses by

Age	Total		Army		Navy		Marine Corps		Air Force	
	F	M	F	M	F	M	F	M	F	M
Unknown	2	11	0	6	0	3	0	0	2	2
16-24	97,504	498,285	32,610	170,417	26,253	122,775	7,009	101,708	31,632	103,385
25-34	73,348	421,219	25,832	155,985	17,789	113,743	2,796	45,019	26,931	106,472
35-44	32,638	242,966	11,856	81,448	7,702	66,682	820	17,110	12,260	77,726
45-54	6,155	37,835	2,265	12,964	1,630	11,002	109	2,375	2,151	11,494
55+	265	1,921	120	788	64	574	2	73	79	486
TOTAL 1	209,912	1,202,237	72,683	421,608	53,438	314,779	10,736	166,285	73,055	299,565
TOTAL 2	1,412,149		494,291		368,217		177,021		372,620	

**Table 10**

Active Component Members by Age, Gender, and Component as of September 2004

Age	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Unknown	7	16	0	0	5	13	1	1	0	2	1	0	0	0
16-24	48,372	185,030	20,578	91,124	17,304	45,981	1,846	4,542	1,007	22,735	4,559	14,459	3,078	6,189
25-34	42,204	197,851	11,973	87,978	12,747	42,078	5,934	21,148	558	9,952	5,894	23,495	5,098	13,200
35-44	37,586	212,022	7,998	78,457	11,331	43,433	6,583	30,511	244	4,111	5,644	31,536	5,786	23,974
45-54	16,756	85,699	3,040	30,967	5,710	19,577	2,228	8,236	66	903	2,533	14,412	3,179	11,604
55+	2,572	23,280	350	10,453	1,212	4,740	396	1,132	1	65	238	4,051	375	2,839
TOTAL 1	147,497	703,898	43,939	298,979	48,309	155,822	16,988	65,570	1,876	37,768	18,869	87,953	17,516	57,806
TOTAL 2	851,395		342,918		204,131		82,558		39,644		106,822		75,322	

**Table 11**  
Reserve Component Members by Age, Gender, and Component as of September 2004

age in addition to paygrade. As the following tables indicate, ages tend to be higher in the Reserve Components than in their active duty counterparts.

Tables 12 and 13 show age distribution by gender for the active duty and Reserve components. In all instances, women form larger portions of younger than older age groups.

Tables 14 and 15 present another view of the age distribution of active duty and Reserve Component members. They show the percentages of all women and men within each component and DoD as a whole who fall into each age group. For active duty members, the Marine Corps is the youngest component, with more than half of both women and men in the 16-24 age groups (Females 65%; Males 61%) (see Table 1-13). In the other components, this age

group constitutes less than half (Females 43-49%; Males 35-40%) of the total populations. Conversely, less than 5 percent of women and men in any active duty component is older than 44.

Members of most Reserve components tend to be older than their active duty counterparts, with higher portions of women and men in the over 35 age groups. The Marine Corps Reserve is by far the youngest Reserve component, with more than 80% of both women and men in the 16-34 age cohorts (see Table 1-14) and an age distribution for both genders comparable to active duty Marine Corps members. Among the other Reserve components, women in the Army National Guard are youngest, with nearly half (47%) age 16-24 (about the same percentage as active duty Army women). Women in the Army National Guard are more likely than men

Age	Total		Army		Navy		Marine Corps		Air Force	
	F	M	F	M	F	M	F	M	F	M
16-24	16	84	16	84	18	82	6	94	23	77
25-34	15	85	14	86	14	86	6	94	20	80
35-44	12	88	13	87	10	90	5	95	14	86
45-54	14	86	15	85	13	87	4	96	16	84
55+	12	88	13	87	10	90	3	97	14	86
TOTAL	15	85	15	85	15	85	6	94	20	80

**Table 12**  
Percentages of Active Component Members by Age and Gender per Component within Each Age Group as of September 2004

to fall into this age group (47% vs. 30%). The Naval Reserve is the oldest, with 39% of women and 47% of men in the 35-44 age group, more than twice the percentages of active duty Navy members. The Air Force Reserve components also have



substantial portions of their women and men in the 25-44 age groups (ANG: Females 61% vs. Males 63%; USAFR: Females 62% vs. Males 64%), but less

are in the younger age groups than among active duty Air Force personnel (see Table 15).

Age	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
16-24	21	79	18	82	27	73	29	71	4	96	24	76	33	67
25-34	18	82	12	88	23	77	22	78	5	95	20	80	28	72
35-44	15	85	9	91	21	79	18	82	6	94	15	85	19	81
45-54	16	84	9	91	23	77	21	79	7	93	15	85	22	78
55+	10	90	3	96	20	80	26	74	2	98	6	94	12	88
TOTAL	17	83	13	87	24	76	21	79	5	95	18	82	23	77

**Table 13**

Percentages of Reserve Component Members by Age and Gender per Component within Each Age Group as of September 2004

Age	Total		Army		Navy		Marine Corps		Air Force	
	F	M	F	M	F	M	F	M	F	M
16-24	46	41	45	40	49	39	65	61	43	36
25-34	35	35	36	37	33	36	26	27	37	36
35-44	16	20	16	19	14	21	8	10	17	26
45-54	3	3	3	3	3	4	1	1	3	4
55+	*	*	*	*	*	*	*	*	*	*

*Note. Totals may not add to 100% due to rounding.*  
*\*Less than 0.2%*

**Table 14**

Percentages of Active Component Members by Gender Who Fall into Each Age Group per Component as of September 2004

Age	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
16-24	33	26	47	30	36	30	11	7	54	60	24	30	18	11
25-34	18	29	27	29	26	27	35	32	30	26	31	27	29	23
35-44	25	30	18	26	23	28	39	47	13	11	30	36	33	41
45-54	11	12	7	10	12	13	13	13	4	2	13	16	18	20
55+	2	3	1	4	3	3	2	2	*	*	1	5	2	5

*Note. Totals may not add to 100% due to rounding.*  
*\*Less than 0.2%*

**Table 15**

Percentages of Reserve Component Members by Age and Gender per Component within Each Age Group as of September 2004

### Organization of the Report

Following a description of the study methodology in Chapter 2, the remainder of this report presents survey findings on different gender-related topics. Chapter 3 discusses Reserve component members' experiences with unprofessional, gender-related behavior and whether they regarded such experiences as sexual harassment.

Chapter 4 offers a more detailed exploration of the single worst situation that each Reserve component member who experienced such behavior encountered. It addresses the type of behavior, the characteristics of the offender and the situation, use of and satisfaction with the reporting and complaint processes, and ongoing problems at work. Survey results on the incidence of sex discrimination in the Reserve components are described in Chapter 5.

Chapter 6 summarizes members' views of DoD and component policies on sexual harassment prevention and response, including the extent to which the policies are publicized, the availability of complaint procedures, the delivery and effectiveness of training, and the extent to which leaders at different levels are proactive in attempting to eliminate sexual harassment. Finally, Chapter 7 presents findings on members' views of progress in eliminating sexual harassment in the military and the nation in recent years and compares the prevalence of sexual harassment in today's military and civilian workplaces.

Each chapter examines survey results in terms of five major categories: gender, Reserve component, paygrade, Reserve Program, and activation status. The chapters present findings in both narrative and table/graphic forms. Where there are no significant differences or where a detailed discussion of results would substantially increase the size of the report (as in Chapter 6), the reader is referred to the companion report, 2004 WGR-R Tabulation Volume, which presents the full results of the survey. The survey provided respondents with multiple opportunities to make comments on specific topics (e.g., sex discrimination) and overall. Where appropriate, chapters present selected comments. Such comments reflect only the views of the individual respondents and are included to give readers a sampling of Reserve component members' opinions on gender-related matters.



# Chapter 2

## Survey Methodology

This chapter describes the methodology used for the 2004 WGRR and the analytic procedures used in preparing this report. The first section explains the survey and sample design, survey administration, and data weighting for the survey. The second section describes the scales, analytic subgroups, and estimation procedures used in this report.

### Survey Design and Administration

#### Sample Design

DMDC designed, administered, and analyzed the 2004 WGRR survey. DMDC used a single-stage, stratified random sample of 76,031 Reserve component members for 2004 WGRR. The population of interest for the survey consisted of Drilling Unit, Military Technician (MILTECH), Active Guard / Reserve (AGR/TAR; Title 10 and Title 32), and Individual Mobilization Augmentee (IMA) members of the Selected Reserve from the U.S. Army National Guard, U.S. Army Reserve, U.S. Naval Reserve, U.S. Marine Corps Reserve, Air National Guard, U.S. Air Force Reserve, and U.S. Coast Guard Reserve, up to and including paygrade O-6, with at least 7 months of service as of March 2004.

The sampling frame was stratified by Reserve component, Reserve program, gender, paygrade, race/ethnicity, and activation status. Further details of the sample design are reported by Kroeger (2004).

#### Survey Administration

DMDC performed survey administration during March through June 2004, using both mail and Web<sup>98</sup> procedures designed to maximize response rates. These procedures involved a pre-notification of sample members (potential respondents), mailing and posting on the Web site of the survey instrument, and a series of follow-up messages to

encourage additional responses. On March 5, 2004, a pre-survey notification letter explaining the survey and soliciting participation was sent to sample members. A package containing the questionnaire was sent on March 19, 2004, and was followed by three waves of letters thanking individuals who had already returned the questionnaire and asking those who had not completed and returned the survey to do so. In addition to postal reminders, three e-mails, stressing the importance of the survey, were sent every two weeks following the three waves of mailings. The field closed on June 21, 2004. Details on survey administration are reported in the survey codebook (DMDC, 2004a).

#### Data Weighting

A total of 26,443 eligible members returned usable surveys or about 35% of the sample. Data were weighted to reflect the Reserve component population as of March 2004. A three-step process was used to produce final weights. The first step calculated base weights to compensate for variable probabilities of selection. The second step adjusted the base weights for nonresponse due to inability to determine the eligibility status of the sampled member and to the sampled member failing to complete a survey. Finally, the nonresponse-adjusted weights were raked to force estimates to known population totals as of the start of data collection (March 2004). The responses represent an adjusted weighted response rate of 42%. Complete details of weighting and response rates are reported by Flores-Cervantes, Jones, and Wilson (2004).

#### Questionnaire Design

The 2004 WGRR is the first Department of Defense (DoD) sexual harassment survey of Reserve component members. The survey design incorporated the best practices and survey measures developed over 15 years of DMDC survey research on sexual harassment in the active-duty military population.

<sup>98</sup>Except for first notification letter, each follow-up letter included an invitation to the respondent to take the survey on the Web, rather than completing the paper version of the survey. About one-third of the respondents (31% of females and 36% of males) completed the Web version of the survey.

DMDC conducted the first Joint-Service, active-duty sexual harassment survey in 1988-89 (Martindale, 1990). The second survey effort occurred in 1995. At that time, DMDC fielded three surveys (*Forms A, B, and C*). One survey, *Form A*, replicated the 1988 *DoD Survey of Sex Roles in the Active Duty Military*. The second, *Form B*, represented a complete redesign of the sexual harassment measures (*Department of Defense 1995 Sexual Harassment Survey* [CD-ROM], 1997). The third, *Form C*, was fielded for research purposes. The 2002 *Workplace and Gender Relations Survey* (2002 WGR), the third Joint-Service, active-duty sexual harassment survey, was conducted in 2002.

The 1995 *Form B* differed from the 1988 survey (and the 1995 *Form A*) in three major ways. It provided: (1) respondents an expanded list of potential unprofessional, gender-related behaviors that were based on extensive psychometric work; (2) respondents an opportunity, for the first time, to report on experiences that occurred outside normal duty hours, not at work, and off the base, ship, or installation; and (3) measures of service members' perceptions of complaint processing, reprisal, and training (Bastian, Lancaster, & Reyst, 1996). Survey items measuring sexual harassment in 1995 *Form B* were largely modeled after the *Sexual Experiences Questionnaire* (SEQ), developed by Fitzgerald, et al. (1988).

The SEQ is widely used and is generally considered the best instrument available for assessing sexual harassment experiences (Arvey & Cavanaugh, 1995). Factor analysis of the SEQ revealed four factors: sexist behavior (e.g. sexist hostility), crude/offensive behavior (e.g. sexual hostility), unwanted sexual attention, and sexual coercion (Fitzgerald et al., 1999). Sexual assault is also measured, but is theoretically considered to be a component of unwanted sexual attention. For women, internal consistency for the factors ranged from .83 for sexist behavior to .95 for sexual coercion. For the WGRR sample, Cronbach's alpha for the factors ranged from .83 to .89 for the total sample, .76 to .89 for women, and .80 to .94 for men.

A review of 72 journal articles containing quantitative research on sexual harassment experiences in workplace and educational settings published

during 2000-2005 found that nearly two-thirds of the studies (63%) used the SEQ, ten times more than any other measure. The SEQ remains the best available measure of sexual harassment. It meets existing reliability and validity standards while minimizing respondent perceptual bias and enabling comparisons of incidence rates across studies and time.

The 2002 WGR was based on the 1995 *Form B* questionnaire and incorporated further psychometric and theoretical advances in sexual harassment research; it also included measures of perceived sex discrimination. To ensure standard assessments of the prevalence of sexual harassment and other unprofessional, gender-related behaviors across DoD, in November 1998, the Deputy Assistant Secretary of Defense for Equal Opportunity (DASD[EO]) convened a meeting of Service and Reserve component representatives to recommend a standardized method for use in Service-wide and DoD-wide surveys. Based on this input and extensive analyses of existing survey data, DMDC developed two survey questions, based on 19 behavioral items, that together represent the "DoD Sexual Harassment Core Measure" for use in future surveys to report Service, Reserve component, or overall DoD sexual harassment incident rates. On March 12, 2002, the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) directed the use of the core measure in all Service-wide and DoD-wide surveys that include sexual harassment measurement.

The 2004 WGRR was modeled on previous active-duty sexual harassment surveys, and the Department's Core Measure of Sexual Harassment was slightly adapted for use with the Reserve components. For example, in assessing the incident rates of sexual harassment among active-duty Service members, the survey asked Service members to report unprofessional, gender-related behaviors they experienced involving military personnel, on- or off-duty, on- or off-installation/ship and/or civilian employees or contractors in their workplace or on their installation/ship. The challenge in assessing the prevalence of unprofessional, gender-related behaviors among Reserve component members was to ensure that Reserve component members understood they could report off-duty or

non-duty behaviors that affected their military workplace.

Department of Defense Directive 1350.2 of August 18, 1995, "The Department of Defense Military Equal Opportunity (MEO) Program," as modified by Change 1, May 7, 1997, states that sexual harassment prevention efforts extend to off- or non-duty status for situations involving Reserve component members, regardless of their compensation status. Therefore, behaviors that occur in a civilian workplace are covered by the unlawful discrimination and sexual harassment prevention programs and had to be measured on the survey. To emphasize the principle of "full-time values—part-time careers," the Department's Core Measure of Sexual Harassment was modified to stress that behaviors involving military personnel off-duty in civilian workplaces or communities should also be reported.

The 2004 WGRR survey assessed several areas including (1) types, frequency, and effects of unprofessional, gender-related behavior and sexual harassment; (2) circumstances under which experiences occurred; and (3) perceptions of discriminatory behaviors. In addition to the sexual harassment information, the survey asked for demographics and information on several outcomes that might be affected by the military climate. These outcomes include physiological and psychological well-being and workplace characteristics and work attitudes. Multiple item scales were constructed where possible to measure the constructs of interest.

**Unprofessional, gender-related behaviors.** In accordance with the Department's Core Measure of Sexual Harassment, the 2004 WGRR derived the prevalence of sexual harassment and other unprofessional, gender-related behaviors from two questions. The first, Question 57, consisted of 19 behavioral items (see Table 16), which were intended to represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—including an open item for write-in responses of "other gender-related behaviors." The continuum of behaviors included items that com-

prise sexual harassment, sexist behavior (e.g., treated you differently because of your sex), and sexual assault (e.g., attempted and actual rape). The sexual harassment items, consistent with our legal system's definition of sexual harassment (e.g., behaviors that might lead to a hostile work environment, others that represent quid pro quo harassment), were divided into three types: Crude and Offensive Behaviors (e.g., repeatedly told sexual stories or jokes that were offensive to you), Unwanted Sexual Attention (e.g., continued to ask you for dates, drinks, dinner, etc., even though you said 'No'), and Sexual Coercion (e.g., implied faster promotions or better treatment if you were sexually cooperative). The second question, 58, asked whether the respondent, if he/she marked one or more of the 19 behavior items as happening to him/her in the past 12 months, considered any of the behaviors to have been sexual harassment.

In Question 57, respondents were asked to indicate how often they had been in situations involving one or more of the 19 behaviors, regardless of whether the behavior occurred on-duty or off-duty in civilian workplaces or the community. The response scale is a five-point frequency scale ranging from "Never" to "Very often." The 19 behavior items fall into five categories as follows: Sexist Behavior (Q57b,d,g,i), Crude/Offensive Behavior (Q57a,c,e,f), Unwanted Sexual Attention (Q57h,j,m,n), Sexual Coercion (Q57k,l,o,p), and Sexual Assault (Q57q,r) (see Figure 1).<sup>99</sup>

The counting algorithm for reporting incident rates for any of the individual categories of unprofessional, gender-related behaviors is a single-step process. To be counted, the individual must have indicated experiencing at least one of the behaviors indicative of a category at least once (response options "Once or twice" to "Very often") in the previous 12 months.

The counting algorithm for the DoD Sexual Harassment Incident Rate is a two-step process involving both experiences and perceptions. First, the respondent must indicate (Question 57) whether

<sup>99</sup>The 19th item, Q57s (Other unwanted gender-related behavior?), does not fall into a single category but depends on the respondent-supplied description of a Once to Very Often answer.

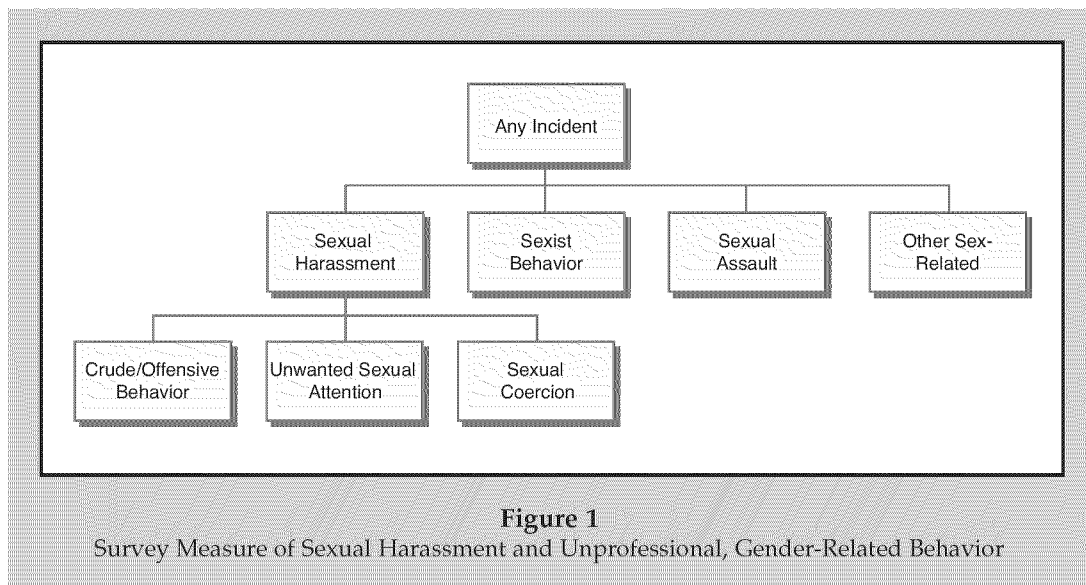
Type of Behavior	Question Text
Crude/Offensive Behavior	Repeatedly told sexual stories or jokes that were offensive to you?
	Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?
	Made offensive remarks about your appearance, body, or sexual activities?
	Made gestures or used body language of a sexual nature that embarrassed or offended you?
Unwanted Sexual Attention	Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?
	Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?
	Touched you in a way that made you feel uncomfortable?
	Made unwanted attempts to stroke, fondle, or kiss you?
Sexual Coercion	Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?
	Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?
	Treated you badly for refusing to have sex?
	Implied faster promotions or better treatment if you were sexually cooperative?
Sexist Behavior	Referred to people of your gender in insulting or offensive terms?
	Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?
	Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?
	Put you down or was condescending to you because of your gender?
Sexual Assault	Attempted to have sex with you without your consent or against your will, but was not successful?
	Had sex with you without your consent or against your will?
Other	Other unwanted gender-related behavior?

**Table 16**  
Questions Regarding Unprofessional, Gender-Related Behaviors and Corresponding Behavior Categories

or not he/she experienced any of 12<sup>100</sup> sexual harassment behaviors (of the 19 unprofessional, gender-related items listed) at least once in 12 months prior to taking the survey. Second, the respondent must indicate (Question 58) his/her belief that at least some of the behaviors experienced during that time constituted sexual harassment. Thus, in order to be counted as having

experienced sexual harassment, the respondent must have BOTH experienced at least one of the following categories of unprofessional, gender-related behavior: Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion AND indicated that she/he considered any of the behaviors experienced to have been sexual harassment.

<sup>100</sup>Sexual Harassment behaviors account for 12 of the 19 behavior items in Question 57. Two categories of unprofessional, gender-related behavior are not included in the calculation of the Sexual Harassment rate: Sexist Behavior (four items) and Sexual Assault (two items). Sexist Behavior is considered a precursor to sexual harassment. In contrast, Sexual Assault is a criminal offense and exceeds the definition of sexual harassment. In addition, one behavior item covers "other" (unspecified) types of unwanted gender-related behavior and is not included in the Department's Core Measure of Sexual Harassment.



**Characteristics of unprofessional, gender-related behaviors.** By examining specific occurrences of the 19 behavior items in greater detail, this survey sought to identify circumstances that correspond to the most commonly occurring unprofessional, gender-related behaviors in the Reserve component. To obtain this level of detail, Reserve component members who experienced unprofessional, gender-related behavior were asked to think about the one situation, occurring in the past 12 months, that had the greatest effect on them.

A series of questions regarding this event were then presented in order to gather specific details about the circumstances that surrounded the experience. These details provide answers to questions such as:

- What were the unprofessional, gender-related experiences Reserve component members reported had occurred during the situation that had the greatest effect?
- Who were the offenders?
- Where did the experiences occur?
- How often did the situation occur?
- How long has the situation been going on?
- Was the situation reported, and if so, to whom?
- Were there any repercussions from reporting the incident?

**Sex discrimination behaviors.** To assess perceptions of discrimination in the workplace as a construct

separate from sexual harassment, 12 items designed to be indicative of discriminatory behaviors or situations that might occur in a military work environment were included in the survey. Reserve component members were asked to indicate if they had recently experienced any of the 12 behaviors or situations. In addition, Reserve component members were asked to indicate if they thought gender was a motivating factor. Question 55 used a three-level response scale, which was designed to give Reserve component members the opportunity to differentiate between discrimination in the workplace (non-gender-based) and gender-based discrimination.

The sex discrimination behavior items form three categories: Evaluation (Q55a-d), Assignment (Q55e,f,g,l,m), and Career (Q55h-k). The counting algorithm for reporting incident rates for any of these three categories of discriminatory behaviors is a single-step process (e.g., did the individual indicate experiencing in the previous 12 months at least one of the behaviors indicative of a category and indicate that gender was a factor in the discriminatory behavior). Similar to the measurement of sexual harassment, the counting algorithm for sex discrimination is a two-step process. In order to be counted as having experienced sex discrimination, the respondent must not only have experienced one of the behaviors in Question 55, but also to have indicated in Question 56 that she/he considered

any of the behaviors experienced to have been sex discrimination.

### *Personnel policies, practices, and training.*

Empirical research has found that organizational tolerance for sexual harassment is a critical antecedent of harassment, which, in turn, negatively impact work-related variables, such as job satisfaction and organizational commitment, as well as psychological states and physical health (Fitzgerald et al., 1999). The 2004 WGRR measures Reserve component members' perceptions of the Reserve component's organizational commitment<sup>101</sup> to sexual harassment prevention by assessing perceptions of personnel practices and leadership practices. Prevalence and effectiveness of each Reserve component's sexual harassment training is also addressed.

**Assessment of progress.** In addition to assessing sexual harassment incidence rates, this study also assessed the individual's perceptions of organizational improvement. The 2004 WGRR includes measures that assess Reserve component members' opinions as to whether sexual harassment occurs more or less frequently in the military (including both active and Reserve components) today; whether sexual harassment is more or less of a problem in the military today than a few years ago; whether sexual harassment is more or less of a problem in the nation today than a few years ago; and finally, whether sexual harassment occurs more often in military workplaces compared to civilian workplaces.

## Analytic Procedures

### Subgroups

Survey results are tabulated in this report as a DoD total by gender, and for the following subgroups — Reserve component by gender, paygrade group by gender, and Reserve program by gender. In cases

where information about the member's Reserve component, paygrade, or gender was missing, data were imputed using information from the member's administrative records.

Subgroups were constructed as follows:

- Gender is defined by the response to Question 1, "Are you...?" Response options were male or female.
- Reserve component is defined by Question 6, "Of which Reserve component are you a member?" The reporting categories<sup>102</sup> include Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Naval Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR). Total DoD includes members of the all the Reserve Components (ARNG, USAR, USNR, USMCR, ANG, and USAFR).
- Paygrade group is based on Question 7, "What is your current paygrade?" The original 20 response options are collapsed to 4 categories<sup>103</sup> for analysis: junior enlisted personnel (E1-E4), senior enlisted personnel (E5-E9), junior officers (O1-O3), and senior officers (O4-O6).
- Reserve Program is based on administrative data, using survey responses to Questions 26-28 and Questions 31-33 only to fill in missing administrative data. *Reserve Unit* is comprised of members from each Reserve component who attend week-end drills with Reserve units. *AGR/TAR/AR* is comprised of Reserve component members in full-time service.<sup>104</sup>

### Special Topic Subgroup

To compare results of experiences of unprofessional, gender-related behavior and sexual harassment, an additional subgroup for those Reserve component members who had been activated and those who had not been activated (non-activated), Activation

<sup>101</sup>The 2004 WGRR measured policies and practices to prevent sexual harassment at three organizational levels of increasing scale: (1) in the respondent's military unit/work group; (2) at the respondent's military duty station/ship; and (3) in the respondent's Service/Reserve component.

<sup>102</sup>Data on the U.S. Coast Guard Reserve (USCGR) are not included in this report.

<sup>103</sup>Reserve component members in the warrant officer (W1-W5) paygrade group are not presented as a separate reporting category because sample sizes are too small to permit reliable reporting of results for these personnel as a separate paygroup. Responses from W1-W5 participants are included in the Reserve component, Reserve Program, and activation status reporting categories.

<sup>104</sup>During the preparation of this report, the designator for activated Reserve component members in the Navy changed. The Army's designator is Active Guard & Reserve (AGR). The Marine Corps' designator is Active Reserve (AR). The Navy's designator, which had been Training and Administration of Reserves (TAR), was changed to Full Time Support (FTS). For consistency, the report uses AGR/TAR/AR, the same wording as in the survey instrument.

Status, is analyzed in Chapter 3. Activation Status is not presented as a separate reporting category throughout the report because some estimates would be unstable due to low cell size. Activation Status results are provided when reliable estimates are available.

- Activation Status is defined by the response to Question 19. Reporting categories are *Not Activated Past 24 Months*, which includes members who self-report that they have not been called to active duty in the preceding 24 months, and *Activated Past 24 Months*, which includes members who self-report that they have been voluntarily or involuntarily called to active duty in the preceding 24 months under the provision of 10 USC 12301(a) (Mobilization), 10 USC 12302 (Partial Mobilization), or 10 USC 12304 (Presidential Reserve Callup).

## Estimation Procedures

The 2004 WGRR used a complex sample design that required weighting to produce population estimates. This design and weighting means that standard statistical software underestimates standard errors and variances, which affect tests of statistical significance. This report uses margins of error calculated in SAS 8.0 using Taylor's linearization variance estimation. These SAS 8.0 procedures accommodate features of complex designs and weighting.

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the random variation around population parameters, such as a percentage or mean. The analysis in this report used margins of error (95% confidence intervals) to represent the degree of uncertainty introduced by the nonresponse and weighting adjustments.<sup>105</sup>

In this report, pairs of percentage estimates were compared to see if they were statistically significant.

When the margin of error of the first percentage estimate overlapped the margin of error of the second percentage estimate, the difference between the two estimates was assumed not to be statistically significant. When the two margins of error did not overlap, the difference was deemed to be statistically significant.

## Presentation of Results

Only results that are statistically significant are described in the narrative in this report. The use of the word "significantly" in the following chapters is redundant and not used.

The tables and figures in the report are numbered sequentially within chapters. The titles describe the subgroup and dependent variables presented in the table. Unless otherwise specified, the numbers in the tables are percentages with the margins of error stated in the last row of the table.<sup>106</sup>

Unstable estimates in table cells were suppressed or annotated. Estimates may be unstable because of a small denominator size for that cell or large variance in the data or weights. The following rules were used:

- A cell estimate was not published if the unweighted denominator size<sup>107</sup> was less than 30. These cells are annotated "NR" (Not Reported).
- A cell estimate was published with an asterisk if the denominator size was 30 to 59.
- A cell estimate was also published with an asterisk if the relative standard error for that estimate was greater than 30%.

To enhance readability, this report does not present all statistical data. The companion Tabulation Volume to this report includes additional data. Also for readers' convenience, the report includes a highlights box at the front and 2-3 page summary at the end of each chapter in Chapters 3-7.

<sup>105</sup>The margin of error represents the degree of certainty that the percentage or mean would fall within the interval in repeated samples of the population. For example, if 55% of sampled individuals selected an answer and the margin of error was  $\pm 3$ , then in 95% of repeated surveyed samples from the same population, the percentage of individuals selecting the same answer would be between 52% (55 minus 3) and 58% (55 plus 3).

<sup>106</sup>Tables were simplified in this report by reporting the largest margin of error for all the estimates reported in a column for the specified subgroup. Exact margins of error for specific estimates can usually be found in the Tabulation Volume that accompanies this report.

<sup>107</sup>The unweighted denominator size refers to the number of sample responses that correspond to the characteristics measured in the cell. For example, if a total of ten sample respondents stated that they were female USMCR members in paygrades O4-O6, the unweighted denominator size for the female-USMCR-senior officer cell would be ten. In the example, because the cell value was less than 30, the cell would be marked "NR" for not reported (as too small for reliable reporting).





# Chapter 3

## Unprofessional, Gender-Related Behaviors and Sexual Harassment

This chapter addresses the rates of unprofessional, gender-related behaviors and sexual harassment in the Reserve components. It summarizes Reserve component members' responses to questions about sex/gender-related issues—both their personal experiences with such behavior during the 12 months prior to taking the survey, and their perceptions of their experiences. The first section presents survey results for five categories of unprofessional, gender-related behavior. The second section specifically describes sexual harassment results. By providing an overview of incident rates related to unprofessional, gender-related behavior in the Reserve components, this chapter sets the stage for a more detailed discussion of such behavior (e.g., where and when the behaviors occurred, who the offenders were) in Chapter 4.

### Unprofessional, Gender-Related Behavior

This section examines Reserve component members' responses to questions on experiences of unprofessional, gender-related behavior in the 12 months prior to responding to the survey. Question 57 in the survey assessed the frequency of Reserve component members' experiences with other military personnel, on- or off-duty, and on- or off-installation or ship; and with civilian employees/contractors, in the workplace, or on- or off-installation/ship. Results are reported for the following five categories of unprofessional, gender-related behaviors:

- **Crude/Offensive Behavior** - verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing; whistling, staring, leering, ogling (Q57a,c,e,f);
- **Unwanted Sexual Attention** - attempts to establish a sexual relationship; touching, fondling (Q57h,j,m,n);
- **Sexual Coercion** - classic *quid pro quo* instances of job benefits or losses conditioned on sexual cooperation (Q57k,l,o,p);

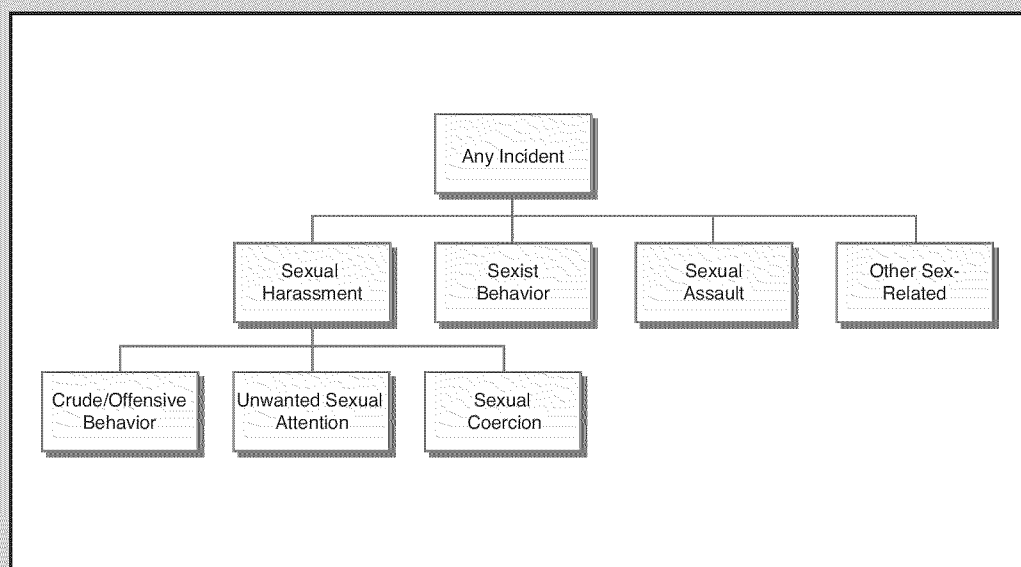
### Chapter 3 Highlights

- 40% of women and 14% of men reported experiencing sexist behavior; 38% and 21%, respectively, experienced crude/ offensive behavior.
- 22% of women and 4% of men reported experiencing unwanted sexual attention; 7% and 2%, respectively, reported sexual coercion.
- 2% of women and 1% of men indicated experiencing sexual assault.
- 19% of women and 3% of men reported sexual harassment.
- More women in the Army and Marine Corps Reserve components experienced sexual harassment than in the Naval and Air Force Reserve components (22-25% vs. 12-15%).
- Women who were senior officers were less likely to experience sexual harassment than those in other paygrades (11% vs. 17-22%).
- Women who had been activated during the 24 months prior to taking the survey were more likely to experience sexual harassment than women who had not been activated during that period (27% vs. 15%).

- **Sexist Behavior** - verbal/nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the member (Q57b,d,g,i);
- **Sexual Assault** - attempted and/or actual sexual relations without the member's consent and against his or her will (Q57q,r).

Question 57 consists of 19 behaviorally based items intended to represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—along with an open item for write-in responses of “other gender-related behaviors.” As Figure 2 shows, 18 of the sub-items can be grouped into three primary categories of behavior: (1) Sexist Behavior (Q57b,d,g,i), (2) Sexual Harassment (Q57a,c,e,f,h,j,k,l,m,n,o,p), and (3) Sexual Assault (Q57q,r). The sexual harassment behaviors can be further categorized as Crude/Offensive Behaviors

(Q57a,c,e,f), Unwanted Sexual Attention (Q57h,j,m,n), and Sexual Coercion (Q57k,l,o,p). The 12 sexual harassment behaviors are consistent with the U.S. legal system's definition of sexual harassment (i.e., behaviors that could lead to a hostile work environment and others that represent *quid pro quo* harassment).

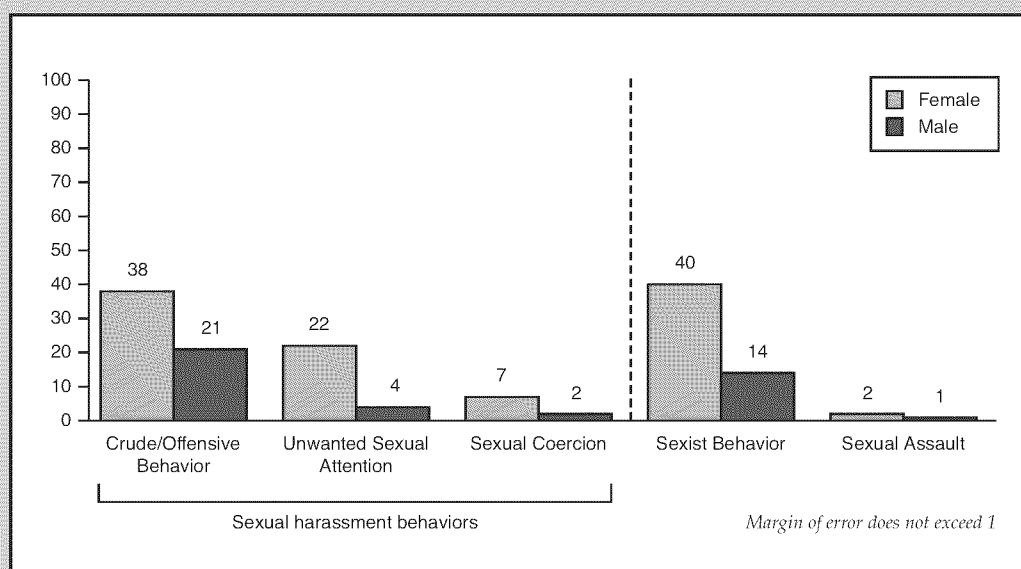


**Figure 2**  
Survey Measure of Sexual Harassment and Unprofessional, Gender-Related Behavior

Question 57 asks respondents to indicate how often they had been in situations involving these behaviors. The response scale is a 5-point frequency scale ranging from “Never” to “Very often.” In order to determine how to “count” the frequency of these behaviors, a counting algorithm is used. The counting algorithm for reporting incident rates for each of the individual categories of unprofessional, gender-related behaviors is a single-step process. That is, did the individual indicate experiencing at least one of the behaviors in a category at least once in the previous 12 months? Incident rates for each type of behavior are provided in this report.

## By Gender

With the exception of Sexual Assault, women experienced each type of unprofessional, gender-related behavior at substantially higher rates than men (see Figure 3). This difference holds true across Reserve components, paygrade groups, Reserve Program, and activation status. As shown in Figure 3, women in the Reserve components reported



**Figure 3**  
Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors

## Unprofessional, Gender-Related Behaviors and Sexual Harassment

experiencing Crude/Offensive Behavior (38%) and Sexist Behavior (40%) at a higher rate than other types of unprofessional, gender-related behavior. Also, women were about twice as likely as men to experience Crude/Offensive Behavior (38% vs. 21%) and Sexist Behavior (40% vs. 14%). The difference between women and men was even greater for Unwanted Sexual Attention (22% vs. 4%) and Sexual Coercion (7% vs. 2%).

*"A couple of my peers grabbed my breasts and no one did anything about it. The same people constantly made comments about my body, or how they were going to do it with me. They also said things about the other females."*

- Female Junior Enlisted Respondent

### By Reserve Component

Excluding incidents of Sexual Assault, women in the Army National Guard, Army Reserve, and Marine Corps Reserve reported experiencing incidents of unprofessional, gender-related behavior at higher rates than women in the Naval Reserve, Air National Guard, and Air Force Reserve (see Table 17). For men, there were no differences by Reserve component in any category of unprofessional, gender-related behaviors.

**Crude/Offensive Behavior.** For women, Marine Corps Reserve members reported experiencing the highest rate of Crude/Offensive Behavior (51% vs. 29-42% in the other Reserve components). Women in the Army National Guard and Army Reserve experienced higher rates (40-42%) than women in

the Air Force National Guard, Air Force Reserve, or Naval Reserve (29-35%). For men, there were no Reserve component differences in the Crude/Offensive Behavior rate.

**Unwanted Sexual Attention.** Women in the Army National Guard, Army Reserve, and Marine Corps Reserve reported higher rates of Unwanted Sexual Attention than women in the Naval Reserve, Air National Guard, and Air Force Reserve (26-29% vs. 15-17%). For men, there were no differences by Reserve component.

*"I had another officer continually attempt to get me alone, so he could try to convince me to have an intimate relationship with him."*

- Female Junior Officer Respondent

**Sexual Coercion.** Women in the Army National Guard, Army Reserve, and Marine Corps Reserve reported higher rates of Sexual Coercion than women in the Naval Reserve, Air National Guard, and Air Force Reserve (8-9% vs. 3-4%). For men, there were no differences in Sexual Coercion rates across Reserve components.

**Sexist Behavior.** More than half (57%) of the women in the Marine Corps Reserve reported experiencing Sexist Behavior. Women in the Air National Guard, Army National Guard, and Army

Type of Behavior	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Crude/Offensive Behavior	38	21	42	22	40	22	29	19	51	20	35	23	30	16
Unwanted Sexual Attention	22	4	26	4	26	6	16	4	29	3	17	4	15	3
Sexual Coercion	7	2	9	1	8	2	3	1*	8	2*	3	1	4	1*
Sexist Behavior	40	14	46	14	42	15	32	14	57	12	37	14	31	13
Sexual Assault	2	1	3	1	3	1	1	1*	3	1*	1	1*	0*	0*
Margin of Error	±1	±1	±2	±2	±3	±2	±3	±3	±5	±4	±3	±3	±4	±3

\*Low precision and/or unweighted denominator size between 30 and 59.

**Table 17**  
Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Reserve Component

## Unprofessional, Gender-Related Behaviors and Sexual Harassment

Reserve (37-46%) reported higher rates of Sexist Behavior than women in the Air Force Reserve (31%) and the Naval Reserve (32%). For men, there were no Reserve component differences in the Sexist Behavior rate.

**Sexual Assault.** Differences in reported experiences of Sexual Assault between genders and across Reserve components were within the margin of error.

### By Paygrade

Junior enlisted women reported having more experiences than women in other paygrade groups in only one category of behaviors—Sexual Coercion (see Table 18). The only other differences across female paygrade groups were that senior officers reported lower rates of Crude/Offensive Behavior and Unwanted Sexual Attention. For men, there were no paygrade differences across the five behavior categories.

**Crude/Offensive Behavior.** For women, senior officers reported experiencing lower rates of Crude/Offensive Behavior than women in other paygrade groups (28% vs. 39%). For men, there were no paygrade differences in the Crude/Offensive Behavior rates.

*“The use of vulgar language in day to day conversation is offensive and unprofessional.”*

*- Female Senior Enlisted Respondent*

**Unwanted Sexual Attention.** For women, senior officers reported the lowest rates of Unwanted Sexual Attention (10% vs. 21-26%). For men, there were no paygrade differences in the Unwanted Sexual Attention rates.

*“I received phone calls and requests for sex from an officer in my unit. Even after telling him no several times. Since he ... has been out of town for the past several months, I have had no problem.”*

*- Female Junior Enlisted Respondent*

**Sexual Coercion.** For women, junior enlisted members (9%) reported the highest rates of Sexual Coercion. For men, there were no paygrade differences in the Sexual Coercion rates.

**Sexist Behavior.** There were no paygrade differences in the Sexist Behavior rates for either women or men.

Type of Behavior	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
Crude/Offensive Behavior	39	20	39	23	39	21	28	17
Unwanted Sexual Attention	26	5	21	4	21	4	10	2
Sexual Coercion	9	2	5	1	5	2*	2	0*
Sexist Behavior	39	14	42	15	43	13	37	12
Sexual Assault	3	1	1	1	1	1*	0*	0*
Margin of Error	±2	±2	±2	±2	±4	±4	±3	±2
*Low precision and/or unweighted denominator size between 30 and 59.								

**Table 18**  
Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Paygrade

**Sexual Assault.** There were no paygrade differences in the Sexual Assault rates for either women or men.

## By Reserve Program

The survey examined differences between two categories of Reserve Programs. Members who serve as AGR/TAR/ARs serve full-time during four-year assignments. AGR/TAR/AR personnel typically perform duties related to the organizing, training, and equipping of the Reserve components. Members who serve as TPUs are part-time personnel who are called to full-time service for a specific mission and a limited period (e.g., deployment).

In general, for both women and men, there were no differences by Reserve Program for any of the unprofessional, gender-related behavior rates (see Figure 4). Women in both categories of Reserve Program reported experiencing Sexist Behavior and Crude/Offensive Behavior at a somewhat higher rate than the other types of behavior. Men serving in both Reserve Programs reported experiencing Crude/Offensive Behavior at a higher rate (by 7 percentage points) than other types of unprofessional, gender-related behavior.

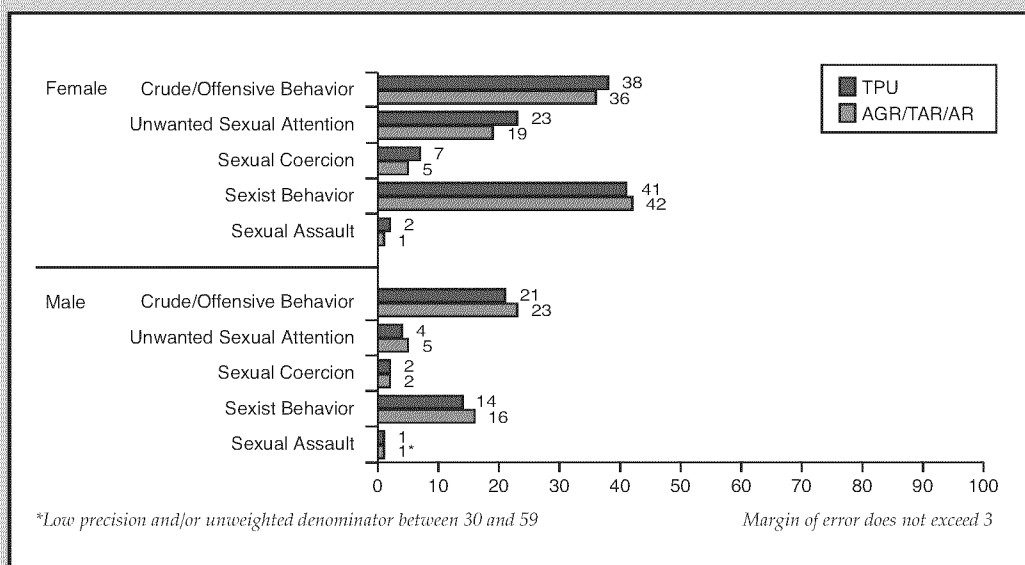
## By Activation Status

The survey also examined differences in the frequency with which members experienced unprofessional, gender-related behavior based on their activation status. The survey asked members if they had experienced such behavior during the 12 months before taking the survey. It also asked whether members had been activated at any time during the 24 months prior to the survey. As this indicates, a member

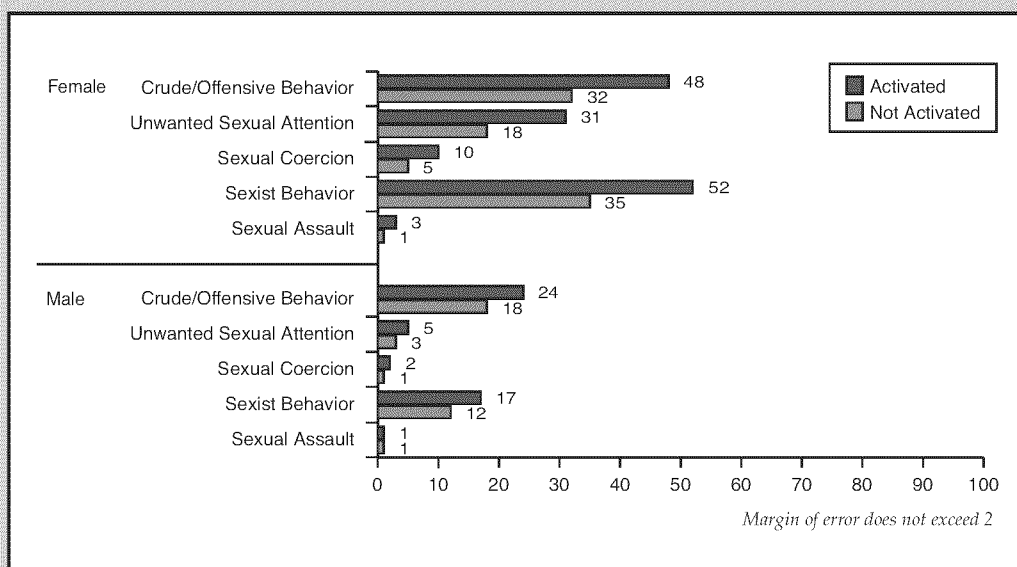
who had been activated might experience the behavior at some time other than during activation.

The rate at which part-time Reserve members (i.e., those not serving as AGR/TAR/ARs) are activated varies by Reserve component. As of December 2004, more than half (53%) of Marine Corps Reserve members had been activated for Operation Iraqi Freedom and/or Operation Enduring Freedom. Activation rates were also substantial for the Army National Guard (46%), Army Reserve (42%), and Air National Guard (41%). Such rates were lower for the Air Force Reserve (36%) and Naval Reserve (23%). Not all Reserve component members who were activated were also deployed. The Air National Guard had a higher deployment rate than the other components (35% vs. 13-29%). The survey examined experiences of personnel based on whether members had been activated (not necessarily deployed) in the 24 months prior to taking the survey.

Women in the Reserve components who were activated in the 24 months prior to taking the survey reported higher rates of unprofessional, gender-related behavior in each category except Sexual Assault than those who were not activated (see Figure 5). Rates for activated women were higher than rates for non-activated women for Sexist



**Figure 4**  
Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Activation Status During the Past 24 Months



**Figure 5**  
Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Activation Status During the Past 24 Months

Behavior (by 17 percentage points), Crude/Offensive Behavior (by 16 percentage points), Unwanted Sexual Attention (by 13 percentage points), and Sexual Coercion (by 5 percentage points). For activated men, Crude/Offensive Behavior and Sexist Behavior were 5-6 percentage points higher than for non-activated men. About half of activated women experienced Crude/Offensive or Sexist Behavior and about one-third experienced Unwanted Sexual Attention. In contrast, the highest rates for non-activated women in any category were about one in three. Men who had been activated in the previous 24 months also reported higher rates than non-activated men for the categories of Crude/Offensive Behavior (24% vs. 18%) and Sexist Behavior (17% vs. 12%). The Unwanted Sexual Attention, Sexual Coercion and Sexual Assault rates did not differ by activation status for men.

## Sexual Harassment

Sexual harassment is associated with unprofessional, gender-related behavior that falls into any of the categories of Crude/Offensive Behavior, Unwanted Sexual Attention, and Sexual Coercion. An important factor in responses to such behavior is whether the experiences are perceived as sexual

harassment. The Sexual Harassment rate measures the combination of experience and perception. To be included in the calculation of the rate, Reserve members must have experienced at least one behavior defined as Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion AND indicated they considered any of the behaviors experienced to be sexual harassment.

## By Gender

Nearly one in five (19%) women in the Reserve components said they experienced Sexual Harassment—six times the percentage of men (3%) who reported experiencing Sexual Harassment. The gender difference varies in magnitude, but remains higher for women across Reserve components, paygrades, Reserve Program, and activation status.

*“There haven’t been just certain events, and if they were individual, it probably wouldn’t be that bad. It’s the constant harassment. It’s hard to address the issue, and when you finally get one guy to stop, another starts. I just hate having to worry about it. I know some of my female friends have the same problem.”*

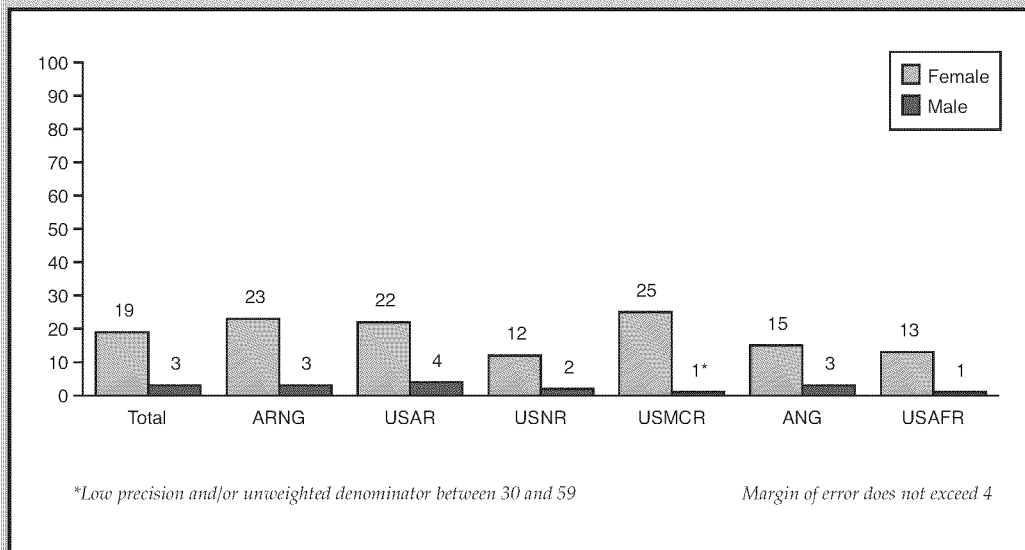
- Female Senior Enlisted Respondent

## By Reserve Component

As Figure 6 shows, the rates were highest for women in the Army National Guard, Army Reserve, and Marine Corps Reserve components (22-25%). These rates were much higher than those for women in the Naval Reserve, Air National Guard, and Air Force Reserve (12-15%). For men, there were no differences by Reserve component in the Sexual Harassment incident rate.

It is noteworthy that Sexual Harassment rates for women did not vary with the percentage of Reserve component personnel who are female (see Table 5 in Chapter 1). The Army Reserve, with the largest percentage of women (24%), had Sexual Harassment rates similar to those of the Marine Corps Reserve, which has the smallest percentage of women (5%).

Conversely, rates in the Air National Guard and Air Force Reserve were comparable despite differences in the percentages of women (ANG: 18% women; USAFR: 23% women). Thus, the rate of Sexual Harassment did not necessarily

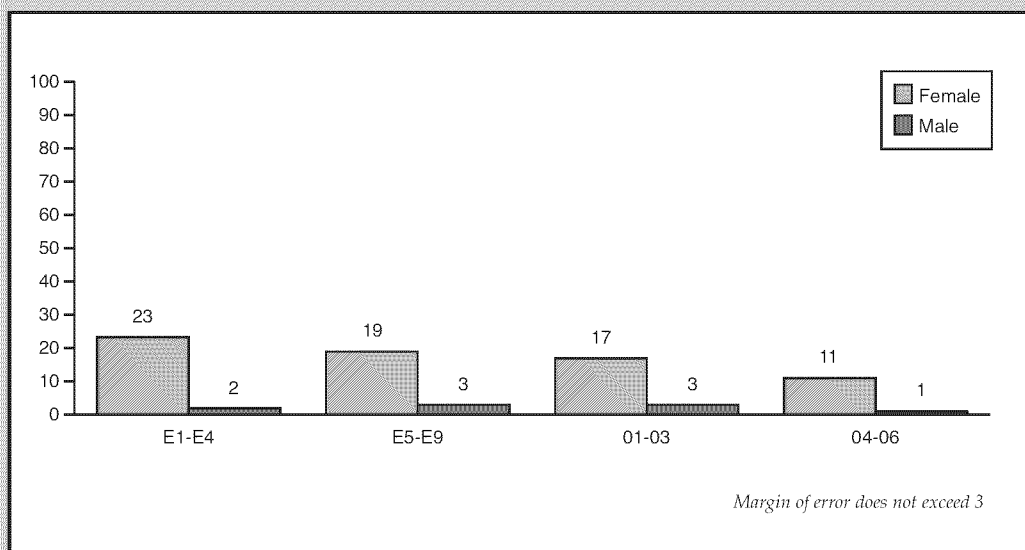


**Figure 6**  
Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Reserve Component

decline as the percentage of women in a Reserve component increased. Other factors, perhaps related to a component's culture, appeared to be more important than numbers alone in producing rates of Sexual Harassment.

## By Paygrade

Junior enlisted women reported Sexual Harassment at about twice the rate of women who were senior officers (22% vs. 11%) (see Figure 7). For men, there



**Figure 7**  
Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Paygrade



## Unprofessional, Gender-Related Behaviors and Sexual Harassment

were no paygrade differences in the Sexual Harassment rates.

*"A couple of my peers grabbed my breasts and no one did anything about it. The same people constantly made comments about my body, or how they were going to do it with me. They also said things about the other females."*

*- Female Junior Enlisted Respondent*

### By Activation Status

Women who were activated in the 24 months prior to taking the survey were twice as likely to report experiencing unprofessional, gender-related behavior in the 12 months before the survey than those who were not activated during that period (27% vs. 15%) (see Table 20). There was no difference in the Sexual Harassment rate for men by activation status.

### By Reserve Program

Women who served as TPU's reported a higher rate of Sexual Harassment than women who served as AGR/TAR/ARs (20% vs. 15%) (see Table 19). For men, there were no differences in the Sexual Harassment rates by Reserve Program.

	TPU		AGR/TAR/AR	
	F	M	F	M
Sexual Harassment	20	3	15	2
Margin of Error	±1	±1	±1	±2

**Table 19**

Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Reserve Program

	Activated		Not Activated	
	F	M	F	M
Sexual Harassment	27	3	15	2
Margin of Error	±2	±1	±1	±1

**Table 20**

Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Activation Status During the Past 24 Months



## Summary

The Reserve component findings presented in this chapter indicate that about 40% of women experienced one or more type of unprofessional, gender-related behavior. One in five women perceived the behavior they experienced as Sexual Harassment. In contrast, one-fifth or less of men experienced such behavior and only 3% perceived the behaviors as Sexual Harassment.

## Unprofessional, Gender-Related Behavior

The most frequently reported types of unprofessional, gender-related behavior fall into the categories of Crude/Offensive Behavior and Sexist Behavior. From 30% to more than 50% of women in the Reserve components reported experiencing such behavior regardless of component, paygrade, Reserve Program, or activation status. Substantial percentages of men were also likely to report such behavior, although men experienced Crude/Offensive Behavior more frequently than Sexist Behavior (about 20% and 15%, respectively).

Overall, 22% of women and 4% of men in the Reserve components also reported experiences of Unwanted Sexual Attention. Women were more likely to experience such behavior if they were in the Marine Corps Reserve, Army National Guard, or Army Reserve, were not senior officers, served as TPUs, or were activated during the previous 24 months. About 7% of women and 2% of men reported experiencing Sexual Coercion. About 2% of women and 1% of men experienced Sexual Assault.

Women in the Army Reserve components (both Guard and Reserve) and the Marine Corps Reserve were more likely to experience unprofessional, gender-related behaviors than the Naval Reserve and the Air Force Reserve components (Guard and Reserve). The Marine Corps Reserve's rates of Crude/Offensive Behavior and Sexist Behavior (about 50% for both) were notably higher than those of women in the other Reserve components. In contrast, rates for men were about the same across Reserve components.

The data also indicate women who were activated in the 24 months prior to taking the survey were more likely to report experiencing unprofessional, gender-related behavior in the 12 months before the survey than those who were not activated during that period. For example, 52% of activated women experienced Sexist Behavior compared to 35% of non-activated women. One explanation of these differences might be that the behavior occurred during activation (see Chapter 4). Activated men reported a marginally higher rate than non-activated men. There were no differences between participants based on their Reserve Program.

Women in the Reserve components at ranks below those of senior officers experienced most types of unprofessional, gender-related behavior at similar rates. There was no difference, regardless of rank, in Sexist Behavior rates. The results suggest that only senior officers were less subject to unprofessional, gender-related behavior than women in the other paygrades. The rates for men showed no difference by paygrade.

## Sexual Harassment

Overall, 19% of women and 3% of men in the Reserves reported experiencing Sexual Harassment during the 12 months prior to responding to the survey. Sexual Harassment measured both unprofessional, gender-related behavior in three categories—Crude/Offensive Behavior, Unwanted Sexual Attention, and Sexual Coercion—and perceptions of that behavior as sexual harassment. Sexual Harassment of women was more likely to occur in the Marine Corps Reserve (25%), Army National Guard (23%), and Army Reserve (22%) and than in the Naval Reserve (12%), the Air Force National Guard (15%), or the Air Force Reserve (13%). By paygrade, women who were junior enlisted personnel reported higher rates than women who were senior officers (22% vs. 11%). More women serving as TPUs (20%) reported Sexual Harassment than those who served as AGR/TAR/ARs (15%). Many more women who were activated in the prior 24 months reported Sexual Harassment than non-activated women (27% vs. 15%).



# Chapter 4

## One Situation

Chapter 4 provides information on the circumstances in which unprofessional, gender-related behaviors occur. On the survey, Reserve component members who indicated that they experienced at least one unprofessional, gender-related behavior in Question 57 were asked to consider the “one situation” occurring in the 12 months prior to taking the survey that had the greatest effect on them. With that “one situation” in mind, members then reported on the circumstances surrounding that experience (Q59-Q84). Information from this section of the survey helps to answer questions such as:

- What was the unprofessional, gender-related behavior experience in the single situation with the greatest effect?
- Who were the offenders?
- Where did the experience occur?
- How often did the situation occur?
- How long did the situation last?
- Was the situation reported, and, if so, to whom?
- Were there any repercussions to the respondent because of reporting the incident?

Besides analyzing data on unprofessional, gender-related behavior by gender, Reserve component, paygrade, and Reserve Program, Chapter 4 also addresses whether or not any of the behavior related to the one situation occurred during the member’s activation or deployment. The survey report includes results by this category only when there are enough cases from which to draw meaningful findings (i.e., adequate cell sizes to meet precision standards).

### Behaviors Experienced in One Situation

All Reserve component members who reported experiencing any unprofessional, gender-related behavior in the 12 months prior to taking the survey were asked to provide details about the single situation that had the greatest effect on them. Although

### Chapter 4 Highlights

- The one situation with the greatest effect was likely to involve Crude/Offensive Behavior (Females 49%; Males 42%), Sexist Behavior (53% vs. 20%), and/or Unwanted Sexual Attention (32% vs. 8%). Sexual Coercion (8% vs. 3%) and Sexual Assault (3% vs. 1%) were less likely to occur.
- Offenders were often one or a group of men (Females 87%; Males 56%), all of whom were in the military (80% vs. 75%) and whom the member knew at least somewhat well (78% vs. 80%).
- Some or all of the behavior in most situations occurred occasionally (both 58%) at the member’s installation (Females 93% vs. Males 78%) and/or military workplace (78% vs. 77%). Roughly one-third (Females 35%; Males 33%) reported the one situation lasted more than 6 months.
- Most members (Females 63%; Males 75%) who experienced such behavior did not report the situation to anyone because it was not important enough, they took care of the problem themselves, or they felt uncomfortable making a report.
- Of those who did, most reported to their military superior, another person in their chain-of-command, or the offender’s supervisor rather than to a military special office or civilian authorities.
- About equal percentages of women and men were satisfied, dissatisfied, or neither satisfied nor dissatisfied with the outcomes of their complaints.
- Most of those who were satisfied reported that authorities found their complaints to be factual (Females 84%; Males 73%), corrected the situation (Females 90%; Males 91%), explained the outcome to them (Females 70%; Males 66%), and/or took action against the offender (Females 53%; Males 48%).
- Many of the dissatisfied reported that authorities were unable to determine the factual basis of their complaints (Females 48%; Males 46%) and/or took no action (Females 45%; Males 50%). Some also reported that they had action taken against them (Females 23%; Males 15%).
- Unkind gossip was the most common problem that members experienced at work in response to their handling of the situation (Females 18%; Males 13%).
- About 20% of women or men reported that they worked with the offender in civilian life.
- Women were divided as to whether the situation was (36%) or was not (42%) sexual harassment. Most men (69%) reported that it was not. About 20% of women and men were uncertain.

## One Situation

all had the opportunity to do so, not everyone who experienced unprofessional, gender-related behavior completed this section of the survey. Roughly 80% of women and half of men who checked behaviors in Question 57 responded to this section (see Table 21). Members who did not respond gave no reasons for their choice. Perhaps they did not regard the situation as not important enough to describe in detail, were embarrassed about the incident, or had difficulty selecting a single situation to describe.

### Types of Behaviors in One Situation

Reserve component members who responded to the questions regarding the one situation with the greatest effect on them were asked to specify all of the behaviors that occurred during the situation. Respondents were provided the same list of behaviors as in Question 57.

Reserve component members could have experienced one or more behaviors within a single category of behavior (e.g., Sexist Behavior). They could also indicate behaviors that fall into multiple categories (e.g., Sexist Behavior and Crude/Offensive Behavior). Figure 8 shows the combinations of behaviors experienced by women and men in the one situation, and specify when only one type of behavior was experienced. For example, Figure 8 shows that 12% of women and 52% of men reported

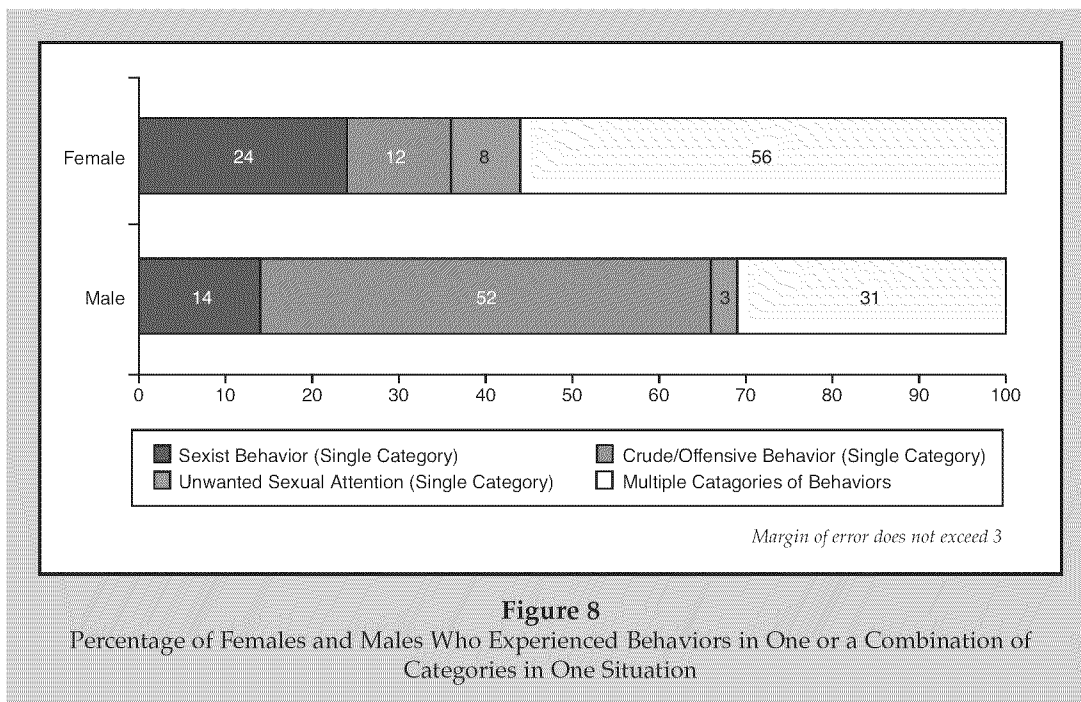
	Female	Male
Filled out one situation	79	52
Margin of Error	±2	±3

**Table 21**  
Percentage of Females and Males Filling out One Situation

experiencing only Crude/Offensive Behavior (without indicating any other behaviors). Figure 8 shows that women were more likely to experience a combination of behaviors (56%), whereas men were more likely to experience a single type of behavior—Crude/Offensive Behavior was most commonly experienced alone by men (52%). Sexual Coercion and Sexual Assault were only experienced in combination with other behaviors.

### Frequency of Behaviors in One Situation

This section examines the frequency with which members were likely to experience behaviors in the one situation of greatest effect, regardless of whether they experienced one type or multiple types of unprofessional, gender-related behaviors. More than half of women (56%) and almost a third of men (31%) indicated that multiple types of



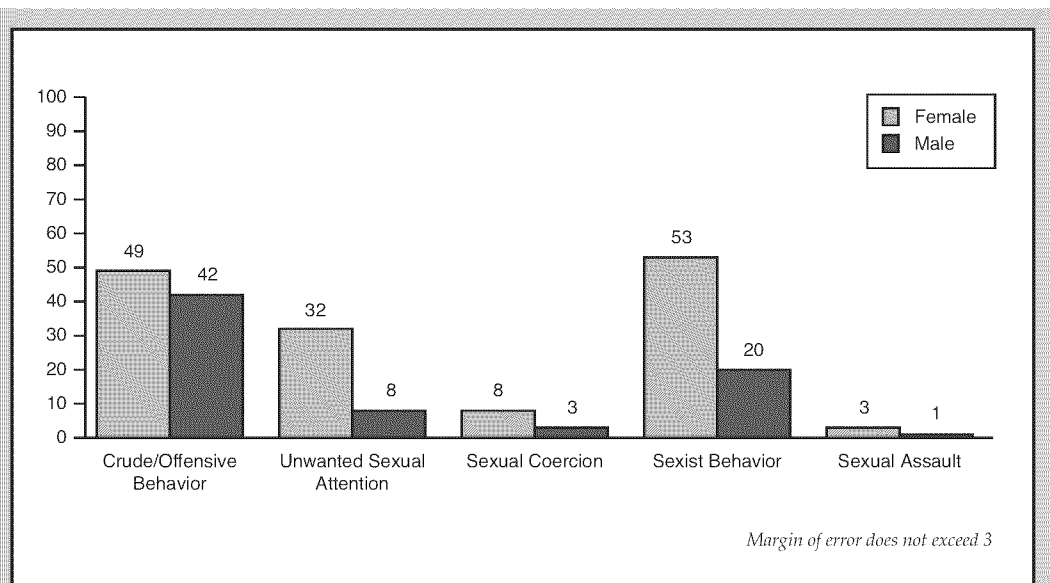
behaviors occurred in the one situation they experienced (see Figure 8).

In this section, the frequency distributions for the behaviors experienced in the one situation are shown by gender, Reserve component, paygrade, Reserve Program, and Activation/Deployment status. In contrast to the Activation status analysis in the other chapters in this report, which

indicates whether or not the respondent was activated in the 24 months prior to taking the survey, Activation/Deployment status refers to women and men who indicated whether or not the behaviors in the one situation with the greatest effect on them occurred while they were activated/deployed.

**By Gender.** As Figure 9 shows, overall 49% of women and 42% of men reported experiencing Crude/Offensive Behaviors. The Crude/Offensive Behavior number in Figure 8 is much lower for women than the rate shown in Figure 9 because women tended to experience Crude/Offensive Behavior in combination with other types of behaviors. More than half of women (53%) reported experiencing Sexist Behavior, compared to 20% of men. Women were much more likely than men to report experiencing Unwanted Sexual Attention (32% vs. 8%). Of the relatively few who reported experiencing Sexual Coercion, more were women than men (8% vs. 3%). There was no difference between women and men in the percentages reporting Sexual Assault.

**By Reserve Component.** Women in the Marine Corps Reserve were the most likely to report experiencing Sexist Behavior in the situation (67% vs. 46-56% for the other components) (see Table 22). There were no differences for women among Reserve components



**Figure 9**  
Percentage of Females and Males Who Experienced Behavior in One Situation

for Crude/Offensive Behavior, Unwanted Sexual Attention, Sexual Coercion, or Sexual Assault. For men, there were no differences by Reserve component in reported experiences of unwanted, gender-related behavior in the one situation.

*"I can't remember exactly but it was something like: 'If you don't have sex with me I'll' and it was said jokingly, but his tone of voice did not sound entirely joking to me. I don't appreciate anyone trying to coerce me into anything, and this felt like one of those times."*

- Female Junior Enlisted Respondent

**By Paygrade.** Table 23 indicates that, for women, junior enlisted members were the most likely, and senior officers the least likely, to report experiencing Crude/Offensive Behavior (55% vs. 34%) and Unwanted Sexual Attention (40% vs. 15%). For women, there were no differences by paygrade in the rates of Sexual Coercion, Sexist Behavior or Sexual Assault. For men, there were no differences by paygrade in any of the rates of unprofessional, gender-related behavior.

**By Reserve Program.** More women who served as TPU's than as AGR/TAR/ARs reported experiencing Crude/Offensive Behavior (51% vs. 42%), Unwanted Sexual Attention (33% vs. 24%) and

## One Situation

Type of Behavior	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Crude/Offensive Behavior	49	42	52	41	53	41	42	42	46	43	46	45	41	37
Unwanted Sexual Attention	32	8	34	8	36	11	25	7	28	6*	25	8	26	5*
Sexual Coercion	8	3	10	2	10	5	4	2*	6	3*	5	2*	4	2*
Sexist Behavior	53	20	56	19	54	21	51	23	67	16	50	18	46	23
Sexual Assault	3	1	4	1*	4	1*	2	1*	4	2*	2	0*	1*	1*
Margin of Error	±2	±3	±3	±4	±3	±5	±4	±7	±6	±10	±4	±6	±4	±7
*Low precision and/or unweighted denominator size between 30 and 59.														

**Table 22**  
Percentage of Females and Males Who Experienced Behavior in One Situation,  
by Reserve Component

Type of Behavior	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
Crude/Offensive Behavior	55	45	47	39	47	46	34	43
Unwanted Sexual Attention	40	9	29	8	28	8	15	6
Sexual Coercion	11	3	6	3	7	3*	3	2*
Sexist Behavior	52	19	54	19	53	20	58	26
Sexual Assault	5	1*	2	1	3	0	1*	0*
Margin of Error	±3	±5	±2	±3	±5	±9	±5	±6
*Low precision and/or unweighted denominator size between 30 and 59.								

**Table 23**  
Percentage of Females and Males Who Experienced Behavior in One Situation, by Paygrade

Type of Behavior	TPU		AGR/TAR/AR	
	F	M	F	M
Crude/Offensive Behavior	51	41	42	44
Unwanted Sexual Attention	33	8	24	8
Sexual Coercion	9	3	6	2*
Sexist Behavior	53	19	54	24
Sexual Assault	4	1	1*	1*
Margin of Error	±2	±3	±4	±6
<i>*Low precision and/or unweighted denominator size between 30 and 59.</i>				

**Table 24**

Percentage of Females and Males Who Experienced Behavior in One Situation, by Reserve Program

Sexual Assault (4% vs. 1%) (see Table 24). There were no differences in percentages of women who served as TPUs or as AGR/TAR/ARs who indicated experiencing Sexual Coercion and Sexist Behavior. There were no differences for men by Reserve Program.

### By Occurrence During Activation or Deployment

This survey also examined differences in the frequency of Reserve component members' experiences of unprofessional, gender-related behaviors based on whether or not the behaviors occurred while activated or deployed.

Of members who experienced Sexual Coercion, more women and men reported that at least some of the behaviors occurred during activation or deployment than reported that none of the behaviors occurred at those times (Females 62% vs. 38%; Males 83% vs. 17%) (see Table 25). Similarly, of the 3% of women who experienced Sexual Assault, more reported that at least some of the behaviors occurred during activation or deployment than reported that none of the behaviors occurred while activated or deployed (63% vs. 37%).

Of women who experienced Crude/Offensive Behavior, more indicated that none of the behaviors occurred while activated or deployed than that the behaviors occurred during these periods (53% vs.

47%). Of women who experienced Sexist Behavior, more indicated none of the behaviors occurred while activated or deployed than that some of the behaviors occurred during activation or deployment (54% vs. 46%). Of the men who reported experiencing Unwanted Sexual Attention, more reported that at least some of the behavior occurred during activation or deployment than reported that none of the behavior occurred at such times (62% vs. 38%).

### Frequency of Incidents

Reserve Component members were asked to report how often they experienced unwanted behaviors during the situation with the greatest effect on them.

The majority of women and men (both 58%) reported that unprofessional, gender-related behavior in the one situation occurred occasionally (see Figure 10). One-quarter of women (25%) and nearly one-third of men (29%) indicated the behaviors occurred once. About 17% of women and 13% of men reported the behaviors occurred frequently. There were no differences by Reserve component, paygrade, or Reserve Program for women or men in regards to the frequency of incidents of unprofessional, gender-related behavior in the one situation (see Tabulation Volume, Tables XX and XX).

## One Situation

### *By Occurrence During Activation or Deployment.*

Women and men who experienced some or all of the behavior in the one situation while they were activated or deployed were more likely than those whose situation occurred when they were not activated or deployed to indicate that at least some of the behavior occurred frequently (Females 23% vs. 12%; Males 18% vs. 8%) (see Table 26).

### Duration of Incident

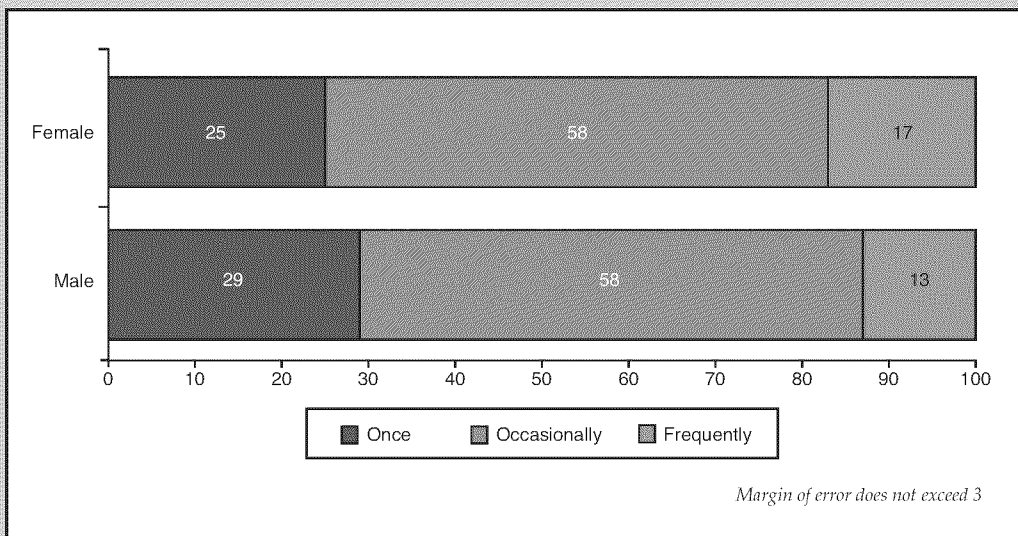
Women were less likely than men to indicate that the situation lasted for less than a month (41% vs. 52%) (see Figure 11). Roughly a third of women (35%) and men (30%) indicated the situation lasted for more than six months. There were no differences by Reserve component, paygrade, or Reserve Program for women or men based on the duration of incidents of unprofessional, gender-related behavior in the one situation (see Tabulation Volume, Tables XX and XX).

Type of Behavior	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Crude/Offensive Behavior	53	47	49	51
Unwanted Sexual Attention	50	50	38	62
Sexual Coercion	38	62	17	83
Sexist Behavior	54	46	49	51
Sexual Assault	37	63	NR	NR
Margin of Error	±7	±7	±9	±9

*Note.* NR Not reportable unweighted denominator less than 30.

**Table 25**

Percentage of Females and Males Who Reported Experiencing Each Type of Behavior in One Situation, by Whether Any of the Behavior Occurred During Activation or Deployment



**Figure 10**

Percentage of Females and Males Reporting Frequency of Behaviors in One Situation



Frequency of Behavior	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Once	31	18	38	21
Occasionally	57	60	55	61
Frequently	12	23	8	18
Margin of Error	±2	±3	±5	±5

**Table 26**

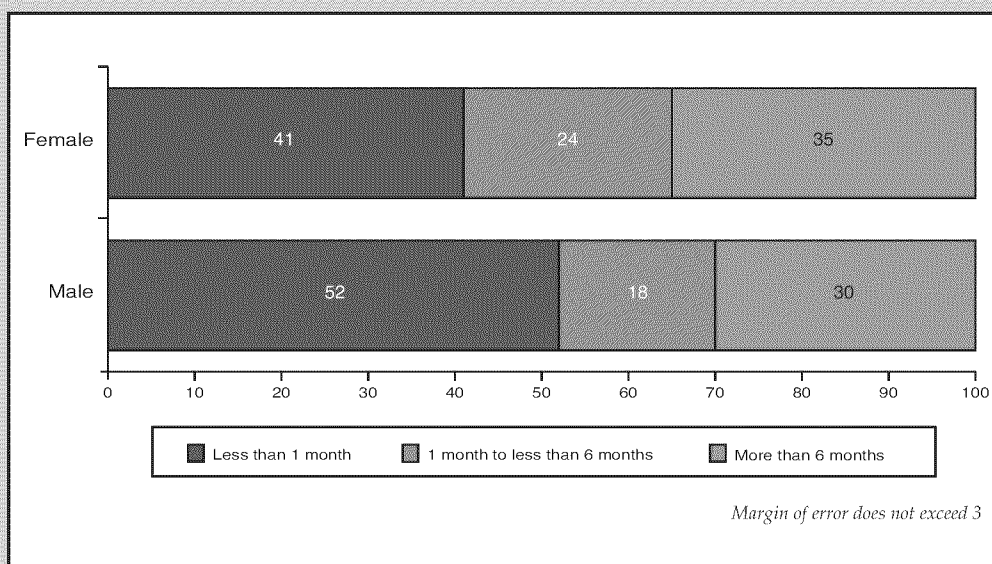
Percentage of Females and Males Who Reported Frequency of Behaviors in One Situation, by Whether Any of the Behavior Occurred While Activated or Deployed

### *By Occurrence During Activation or Deployment.*

Women who experienced the one situation while activated or deployed were more likely to indicate the behavior lasted between one and six months than women whose one situation did not involve experiences during activation or deployment (28% vs. 20%). Both women and men with experiences while activated or deployed were more likely to indicate that the behaviors had lasted for six or more months than women and men whose one situation did not involve experiences during activation or deployment (Females 39% vs. 32%; Males 36% vs. 25%) (see Table 27).

## Characteristics of Offenders

To obtain information on the perpetrators of unprofessional, gender-related behavior, Reserve component members were asked about the identity of the offender(s) in the one situation. Members reported on the gender of the offenders, the number of offenders, how well members knew the offenders, and whether the offenders was/were military or civilian.

**Figure 11**

Percentage of Females and Males Who Reported Duration of One Situation

Duration of Behavior	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Less than 1 month	48	33	60	43
1 month to less than 6 months	20	28	15	21
More than 6 months	32	39	25	36
Margin of Error	±2	±3	±4	±5

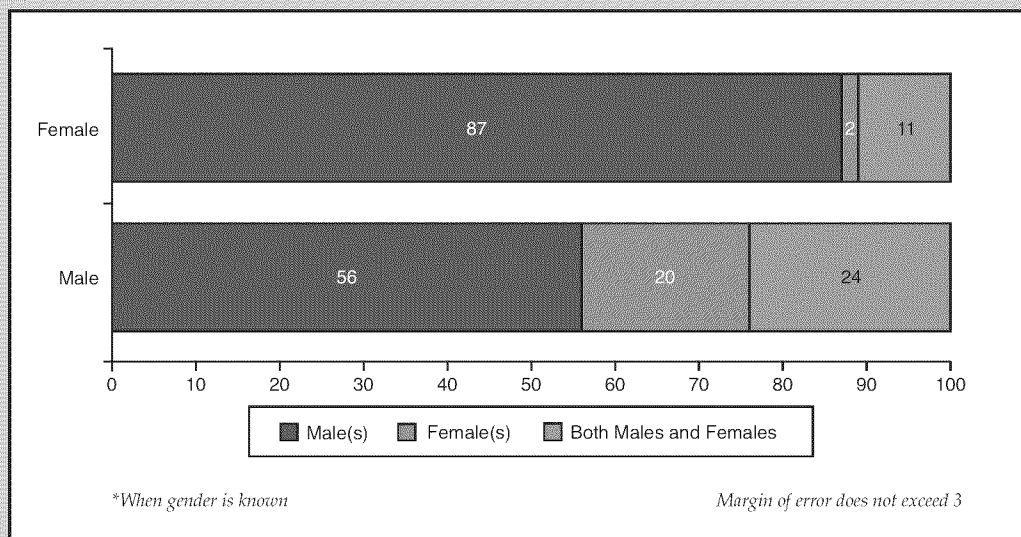
**Table 27**

Percentage of Females and Males Who Reported Duration of One Situation, by Whether Any of the Behavior Occurred While Activated or Deployed

## Gender of Offenders

The majority of women (87%) and men (56%) reported the offenders were male (see Figure 12). Men were more likely than women to report that either a woman was the offender (21% vs. 2%) or that the offenders included both women and men

(24% vs. 11%). There were no differences for either women or men by Reserve component, paygrade, Reserve Program, or occurrence during activation or deployment (see Tabulation Volume, Table XX for data by paygrade on offenders).



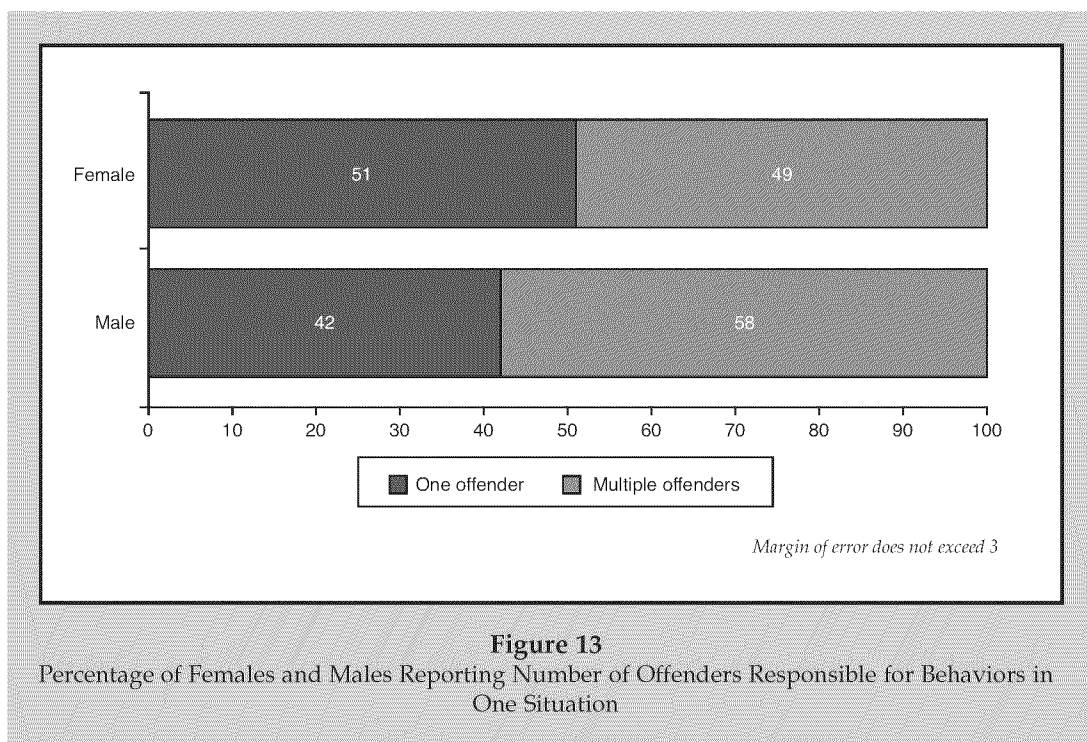
**Figure 12**

Percentage of Females and Males Reporting Offenders in One Situation as Males, Females, or Both

## Number of Offenders

One or more offenders might be involved in the situation that Reserve component members identified as having the greatest effect on them. Figure 13 shows that women were more likely than men to state that the situation involved a single offender (51% vs. 42%), while men were more likely to indicate the situation involved a group (58% vs. 49%). Although there were no paygrade differences for women, junior enlisted men were more likely than men in the other paygrades to report that the

situation with the greatest effect on them involved multiple offenders (67% vs. 49-54%) (see Table 28). Both women and men reporting experiences while activated or deployed were more likely to indicate there were multiple offenders than women and men whose one situation did not involve experiences during activation or deployment (Females 56% vs. 43%; Males 64% vs. 52%) (see Table 29). There were no differences by Reserve component or Reserve Program for women or men (see Tabulation Volume, Table XX for Reserve Program data).



**Figure 13**

Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation

Number of Offenders	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
One person	50	33	51	46	56	51	54	51
A group	50	67	49	54	44	49	46	49
Margin of Error	±3	±6	±3	±4	±6	±12	±5	±8

**Table 28**

Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation, by Paygrade

Number of Offenders	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
One person	57	44	48	36
A group	43	56	52	64
Margin of Error	±2	±3	±5	±5

**Table 29**

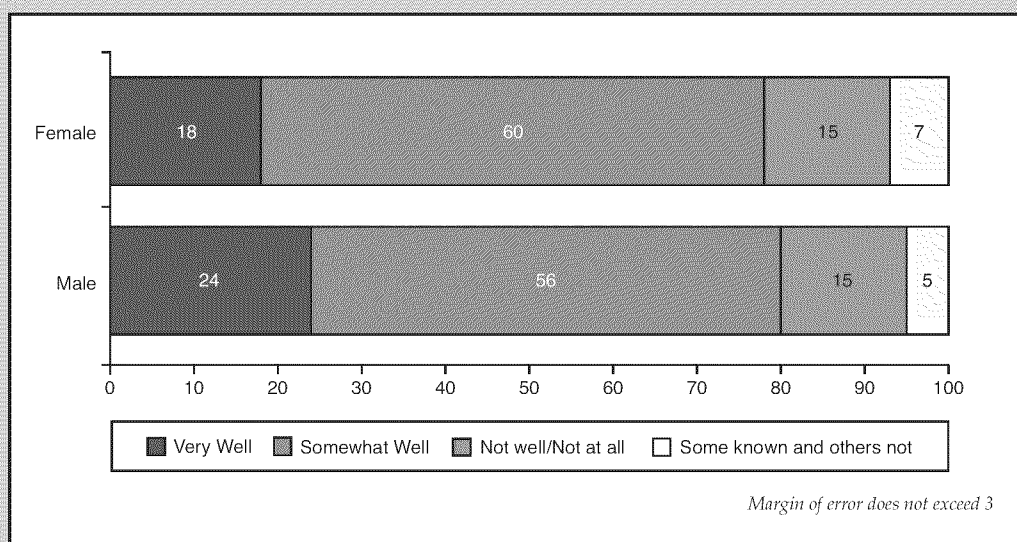
Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation, by Whether Behavior Occurred While Activated/Deployed

### Familiarity of the Offender

To assess the familiarity of the offender, the survey asked Reserve component members to indicate how well they knew the offender(s) at the time of the incident. Reserve component members were also given the opportunity to indicate that they did not know how well they knew the offenders because they either did not see the offenders or could not be certain if they knew the offenders. Since less than 1% of women and men indicated that this was the case in their situation, these responses were not included in the analysis.

About 85% of women and men in the Reserve components reported they knew one or more of their

offender(s) (see Figure 14). Fewer women than men indicated that they knew the offenders very well (18% vs. 24%). The majority of women (60%) and men (56%) indicated that they knew the offenders somewhat well. Nearly one in six women and men reported that they did not know the offenders well or at all (both 15%). Fewer than 10% of women and men reported that there were multiple offenders of whom they knew some but not others. There were no differences for either women or men by Reserve component, paygrade, or occurrence during activation or deployment (for paygrade data, see Tabulation Volume, Table XX). However, analyses by Reserve Program indicated women and men who served as AGR/TAR/ARs were more likely



**Figure 14**

Percentage of Females and Males Indicating How Well They Knew the Offenders in One Situation

than those who served as TPUs to report that they knew the offenders very well (Females 27% vs. 17%; Males 34% vs. 23%) (see Table 30).

*"... [T]he greatest effect was from a man who I thought was my friend that I could depend on cornered me and said he wanted more from me .... Then after I turned him down, he went on to make my life totally miserable."*

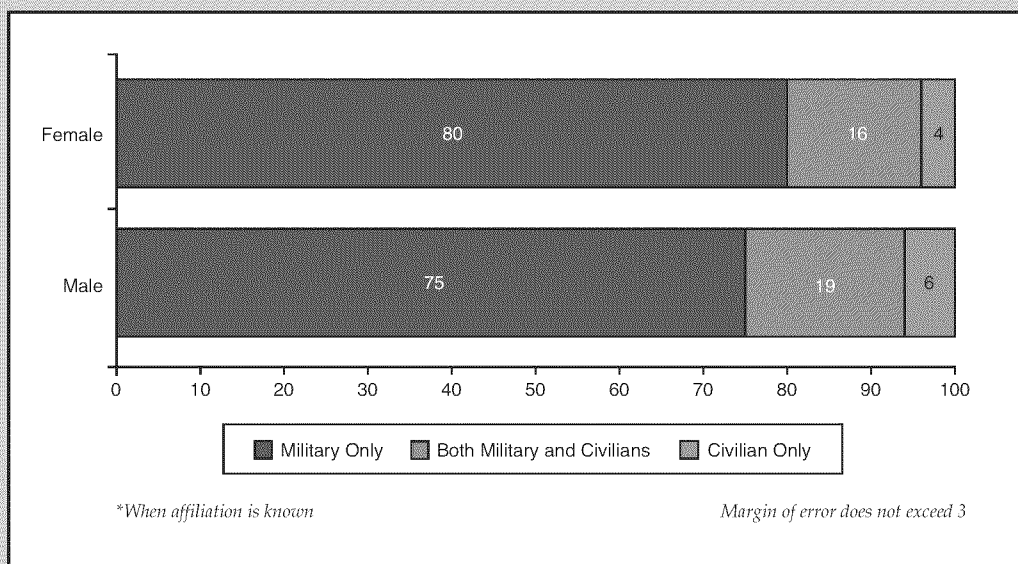
*- Female Junior Enlisted Respondent*

### Organizational Affiliation of Offenders

Organizational affiliation is another characteristic of interest regarding perpetrators of unprofessional, gender-related behavior. To varying degrees, Reserve component members are likely to interact with other military personnel and civilians (including DoD employees, contractors, and other civilian personnel) during their military service. On this survey, Reserve component members were asked to identify whether or not the offenders in the situation that had the greatest effect on them were military members and/or civilians. Offenders were categorized as military personnel, civilians, or both military and civilian personnel.

Number of Offenders	TPU		AGR/TAR/AR	
	F	M	F	M
Very well	17	23	27	34
Somewhat well	61	56	54	52
Not well/Not at all	15	16	13	10
Some known and others not	7	5	6	3
Margin of Error	±2	±4	±5	±8

**Table 30**  
Percentage of Females and Males Indicating How Well They Knew the Offenders in One Situation, by Reserve Program



**Figure 15**  
Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both

## One Situation

The majority of both women (80%) and men (75%) in the Reserve components reported all the offenders in the one situation were members of the military (see Figure 15). Although there were no differences for men by Reserve component, women in the Marine Corps Reserve were more likely than women in the other Reserve components to report that the offenders in the situation included only members of the military (92% vs. 73-83%) (see Table 31). They were also the least likely to report that the offenders included both military and civilian personnel (5% vs. 14-20%). There were no paygrade differences for either women or men regarding the organizational affiliation of the offenders (see Tabulation Volume, Table XX). There were also no differences by whether or not the behavior occurred during activation or deployment.

For men, Reserve component members who served as AGR/TAR/ARs were more likely than those who served as TPUs to report that the offenders included only members of the military (84% vs. 74%) (see Table 32). For women, there were no differences by Reserve Program (see Tabulation Volume, Table XX).

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*"During my deployment in Iraq, I had two horrible experiences ... on different days, with different persons (US male soldiers) of waking up in the middle of the night and finding them in my room when I did not know them."*

- Female Senior Enlisted Respondent

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Affiliation of Offenders	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Military only	80	75	83	80	79	72	77	67	92	77	83	73	73	64
Both military and civilians	16	19	14	15	17	20	15	25	5	20	15	21	20	28
Civilians only	4	6	3	5	4	8	8	8	3*	4*	3	6	7	9
Margin of Error	±2	±3	±3	±4	±3	±6	±4	±8	±4	±12	±3	±6	±4	±10
*Low precision and/or unweighted denominator size between 30 and 59.														

**Table 31**

Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both, by Reserve Component

Affiliation of Offenders	TPU		AGR/TAR/AR	
	F	M	F	M
Military only	81	74	80	84
Both military and civilians	16	20	15	13
Civilians only	4	6	5	3*
Margin of Error	±2	±3	±4	±6

**Table 32**

Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both, by Reserve Program



## Military Status of the Offenders in One Situation

In the previous section, the findings regarding the organizational affiliation of the offenders show that the vast majority were military personnel (see Figure 15). In addition to identifying the organizational affiliation of the offenders (e.g., military, civilian), Reserve component members were asked to specify the position and the rank of the offenders in relation to themselves.

More than half of women (62%) and men (67%) reported that military coworkers were the offenders in the situation. Overall, women and men did not differ in regards to whom they identified as the offenders in the situation with the greatest effect on them. However, there were a few notable exceptions. Women were less likely than men to report that the offenders were military subordinates (23% vs. 34%). Women were more likely than men to report that the offenders were of a higher rank (58% vs. 43%).

Junior enlisted women were less likely than women in other paygrades to report that the offender was their unit commander (5% vs. 9-13%). Enlisted women were more likely than women officers to report that the offenders were military coworkers (61-67% vs. 52-53%). Senior officers, regardless of gender, were the least likely to indicate the offenders were of a higher rank (Females 34% vs. 46-68%; Males 20% vs. 39-55%). Junior enlisted women were the least likely to report that the offenders were military subordinates (Females 19% vs. 25-31%). There were no other differences by paygrade in the military status of the offenders.

Women who served as TPUs were more likely than those serving as AGR/TAR/ARs to report that the offender was their military training instructor (7% vs. 3%). There were no other differences in the military status of the offenders by Reserve Program. There were no differences by Reserve component in the military status of the offenders or based on whether or not the behavior occurred during activation or deployment. (For more information on the military status of the offenders, see Tabulation Volume, Table ##.)

## Civilian Status of the Offenders in One Situation

Although the majority of Reserve component members reported the offenders were other military personnel, small percentages of Reserve component women (4%) and men (6%) reported that civilians were a source of unprofessional, gender-related behavior (see Figure 15). Reserve component members were asked to indicate whether or not the offenders were DoD civilian employees, DoD contractors, or other civilian personnel. Women and men were equally likely to indicate the offenders were DoD civilian employees (10% vs. 12%) and DoD contractors (4% vs. 5%). Women were more likely than men to indicate the offender was an other civilian person (11% vs. 16%). Women in the Air Force Reserve were more likely than women in the other Reserve components to report that the offenders were DoD civilian employees (20% vs. 5-11%). Men who served as TPUs were more likely than men serving as AGR/TAR/ARs to report that the offenders were other civilian persons (17% vs. 8%). There were no other differences by Reserve component, paygrade, Reserve Program, or occurrence during activation or deployment for women or men. (For more information on the civilian status of the offenders, see Tabulation Volume, Table ##.)

## Characteristics of One Situation

Reserve component members were asked about the characteristics of the situation that had the greatest effect. Incidents of behavior associated with the one situation might happen in various locations, during multiple times in one single day, and occur over short or long periods of time. In addition, for Reserve component members, incidents involving military personnel off-duty in civilian workplaces or communities, which could affect their performance in their military work, might also be included. An examination of these characteristics provides a clearer picture of details surrounding incidents of unprofessional, gender-related behavior.

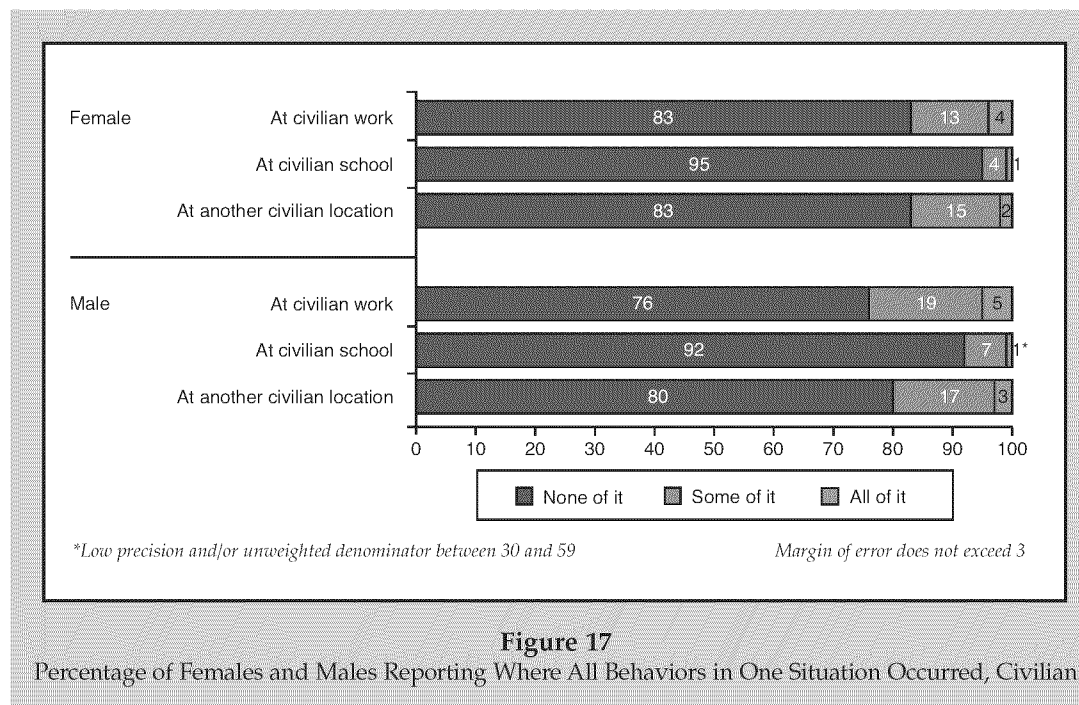
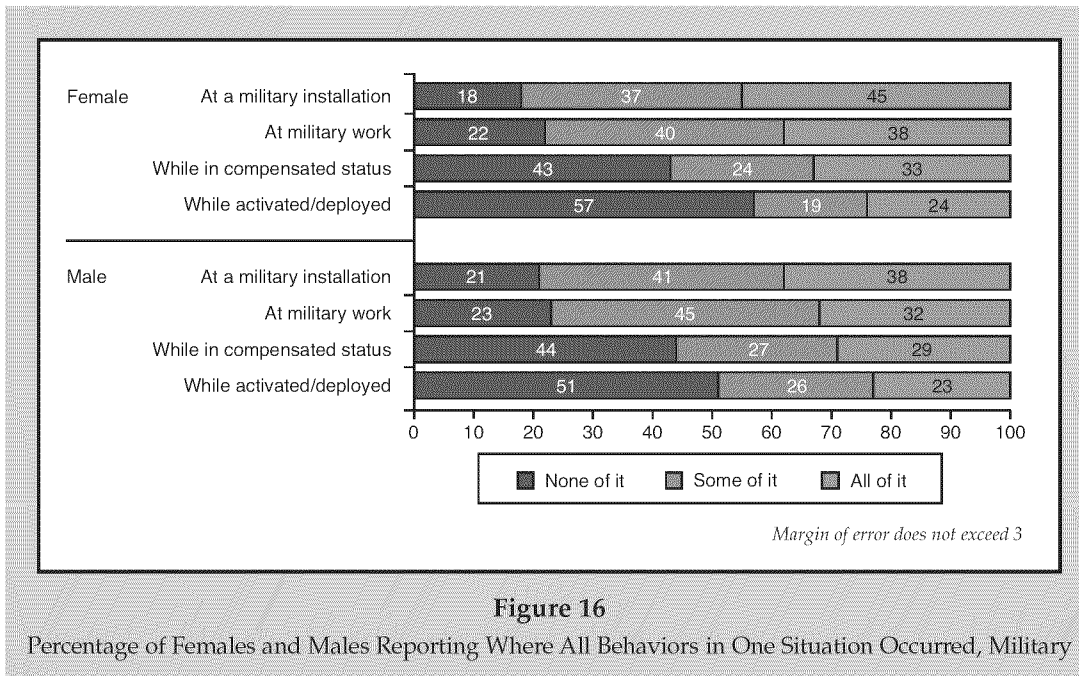
## Place and Time One Situation Occurred

Reserve component members who experienced unprofessional, gender-related behavior were asked to describe the circumstances of the situation, including the place where the situation occurred and their military or civilian status at the time of occurrence.

## One Situation

**By Gender.** The majority of women and men reported that some or all of the behaviors occurred at a military installation (Females 82%; Males 79%) and at their military work (Females 78%; Males 77%) (see Figure 16). To a lesser extent, women and men reported some or all of the behaviors occurred while they were in compensated status (Females 57%; Males 56%) or while activated or deployed

(Females 43%; Males 49%). Some women and men reported the behaviors occurred while they were at their civilian job (Females 17%; Males 24%), at their civilian school (Females 5%; Males 8%), or at some other civilian location (Females 17%; Males 20%) (see Figure 17). Women were slightly more likely than men to report that all of the behaviors occurred at a military installation (45% vs. 38%) or at their





military work (38% vs. 32%). Women were slightly more likely than men to report that none of the behaviors occurred while activated or deployed (57% vs. 51%) or at their civilian work (83% vs. 76%). (For more information, see Tabulation Volume, Tables XX and XX.)

**By Reserve Component.** Roughly a third to half of women and men, regardless of their Reserve component, indicated that all of the behaviors took place at times or at locations that the Reserve components have a great amount of control over—at military workplaces, on installations/ships, and while in a compensated status (see Table 33). Women in the Marine Corps Reserve and the Army Reserve were less likely than women in the other Reserve components to report that none of the behaviors occurred while they were activated or deployed (45-48% vs. 58-68%) (see Tabulation

Volume, Table XX). For women, there were no other differences by Reserve component in the place and time of the situation. There were no differences among men by Reserve component in the place and time of the situation. (For more information on Reserve component differences involving the location of some occurrences of behaviors, see Tabulation Volume, Table XX.)

**By Paygrade.** Women who were senior officers were slightly more likely than women in the other paygrades to report that all the behaviors in the one situation occurred at their military workplace (46% vs. 33-41%) (see Table 34). Women at higher paygrades were more likely to report that all behaviors took place while they were in compensated status. There were no other differences for women or men based on the location of all behaviors.

Location of One Situation	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
At a military installation	45	38	41	38	42	35	42	34	46	39	53	44	60	48
At your military work	38	32	36	31	36	30	37	31	37	31	46	34	46	42
While in compensated status	33	29	28	27	28	28	37	30	35	30	42	32	49	37
While activated or deployed	24	23	25	26	31	30	16	14	32	20	15	17	14	20
At civilian work	4	5	3	3	2	3	5	4	2	9	6	11	10	9
At civilian school	0	1	0	1	0	1	0	1	0	NR	0	0	0	0
At some other civilian location	2	3	1	3	2	3	3	7	1	NR	3	2	2	2
Margin of Error	±2	±3	±3	±5	±3	±6	±5	±9	±7	±14	±4	±7	±5	±11
Note. NR Not reportable unweighted denominator less than 30.														

**Table 33**  
Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred,  
by Reserve Component

## One Situation

Location of One Situation	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
At a military installation	41	34	47	42	50	43	51	35
At your military work	33	29	40	34	41	36	46	33
While in compensated status	24	24	35	31	46	38	52	35
While activated or deployed	24	23	25	24	29	31	20	20
At civilian work	2	3*	6	6	3	5*	4	8
At civilian school	0*	1*	0*	1*	0*	0*	1*	1*
At some other civilian location	2	4*	1	3	2	2*	1*	2*
Margin of Error	±3	±6	±3	±4	±6	±12	±5	±8

**Table 34**

Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, by Paygrade

Junior enlisted women and men were the most likely to report that none of the behaviors occurred while they were in compensated status (Females 54% vs. 22-39%; Males 53% vs. 29-41%). Junior enlisted men were the least likely to report that none of the behaviors occurred while they were at their civilian school (86% vs. 95-97%). Junior enlisted women were the least likely to say that none of the behaviors occurred at some other civilian location (79% vs. All 87%). (For more

information on paygrade differences, see Tabulation Volume, Tables XX and XX.)

**By Reserve Program.** Women who served as AGR/TAR/ARs were more likely than women who served as TPUs to report that all the behaviors in the one situation occurred at their military workplace (44% vs. 37%) (see Table 35). Women and men who served as TPUs were more likely than those who served as AGR/TAR/ARs to report that all of

Location of One Situation	TPU		AGR/TAR/AR	
	F	M	F	M
At a military installation	45	38	42	38
At your military work	37	31	44	35
While in compensated status	32	29	38	35
While activated or deployed	26	24	12	15
At civilian work	4	5	NA	NA
At civilian school	0	1*	NA	NA
At some other civilian location	2	3	2	5
Margin of Error	±2	±4	±5	±8
Note. NA Not Applicable				

**Table 35**

Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, by Reserve Program

Location of One Situation	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
At a military installation	42	49	33	43
At your military work	40	36	31	32
While in compensated status	31	34	27	31
Margin of Error	±2	±3	±4	±5

**Table 36**

Percentage of Females and Males Who Reported Where All the Behaviors in One Situation Occurred, by Whether Any of the Behavior Occurred While Activated or Deployed

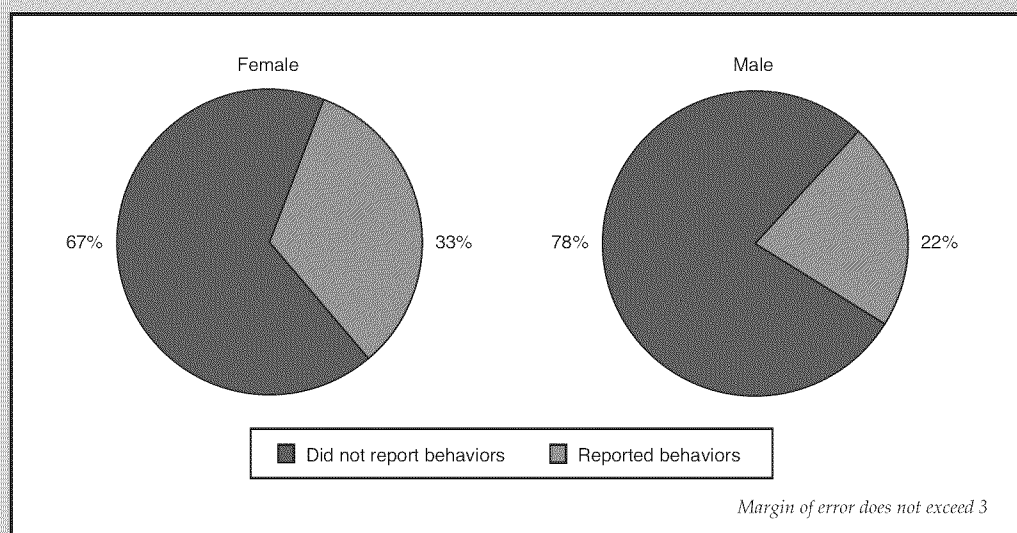
the behaviors occurred while they were activated or deployed (Females 26% vs. 12%; Males 24% vs. 15%). Because of low response rates, information about experiences in civilian schools and work are not presented for men and women who served as AGR/TAR/ARs. (For more information on differences by Reserve Program, see Tabulation Volume, Table XX.)

**By Occurrence During Activation or Deployment.** Both women and men who experienced the one situation while activated or deployed were more likely

to indicate that all the behaviors in that situation occurred at a military installation than women and men whose one situation did not involve experiences during activation or deployment (Females 49% vs. 42%; Males 43% vs. 33%) (see Table 36).

## Reporting and Satisfaction With Reporting Process

A series of survey questions (Q73-Q83) asked Reserve component members to provide information regarding whether or not they reported the



**Figure 18**

Percentage of Females and Males Reporting to Any Military or Civilian Individuals or Organizations

behavior to one or more authorities. The women and men who indicated they reported their experience(s) were asked to provide a more detailed account of various aspects of the reporting process and their satisfaction with the results of the process. Overall, as Figure 18 shows, about two-thirds (67%) of women and 78% of men did not report their experiences.

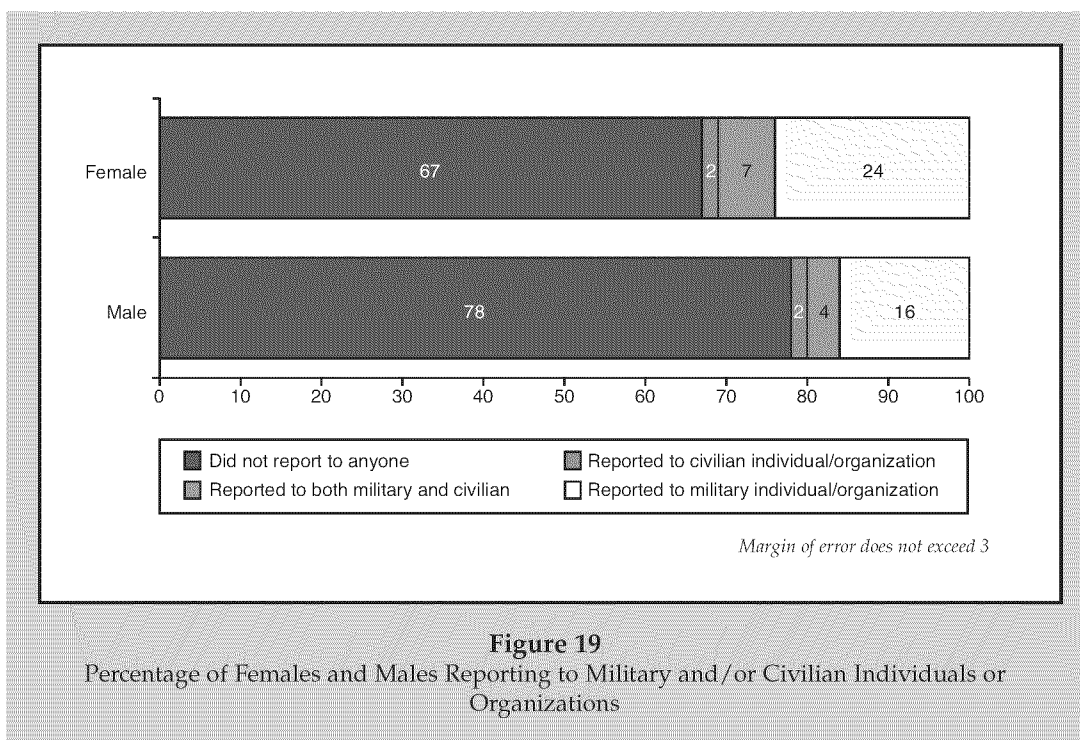
*"Sexual Harassment is a serious problem everywhere in the military. The people experiencing it (if it's not touching or otherwise) usually just deal with it. It seems like it's not worth the trouble ..., because then you are labeled and treated differently."*

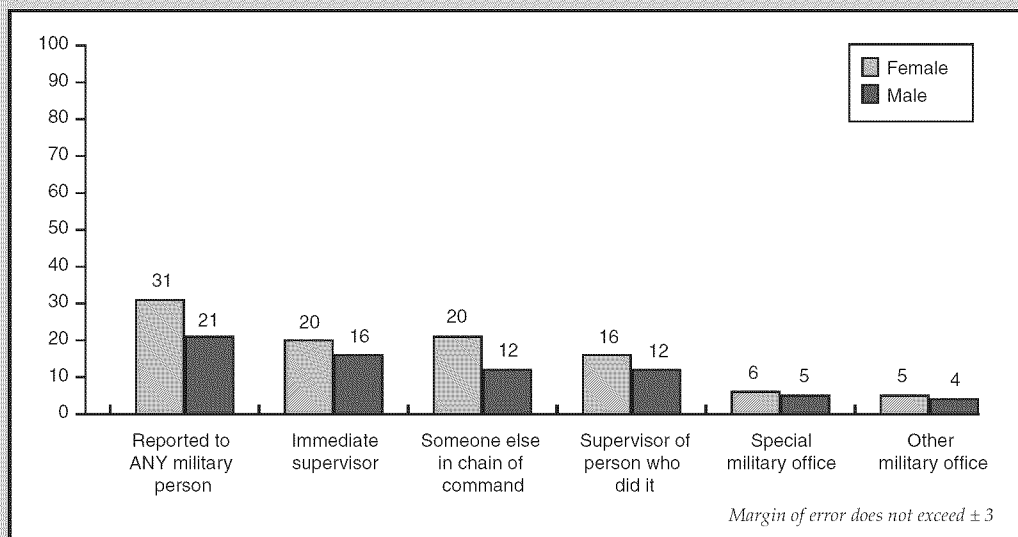
- Female Senior Enlisted Respondent

## To Whom Behaviors Are Reported

**Military Authorities.** Most of the women and men who reported the behaviors did so to a military individual or organization (see Figure 18). About one-third of women (31%) and one-fifth of men (20%) reported their experiences to military individuals and organizations (see Figure 19). Of those, most (24% of women and 16% of men) reported only to a military authority.

Relatively few women (5-6%) or men (4-5%) reported such behavior to either a special military office responsible for these types of behaviors or to another installation, Reserve component, or DoD official (see Figure 20). Instead, Reserve component members reported the incidents to their immediate supervisor, another person in their chain-of-command, or the offender's supervisor. Women were more likely than men to report to their immediate military supervisor (20% vs. 16%) or to someone else in their military chain-of-command (20% vs. 12%).





**Figure 20**  
Percentage of Females and Males Reporting to Military Authorities

Men in the Marine Corps Reserve were the least likely to report to the supervisor of the offender (2% vs. 10-15%). There were no other differences by women or men by Reserve component, paygrade, or Reserve Program in reporting to the military authorities (see Tabulation Volume, Tables XX and XX). Both women and men with experiences while activated or deployed were more likely to report their experiences to either a military or a civilian authority than women and men whose one situation did not involve experiences during activation or deployment (Females 41% vs. 28%; Males 28% vs. 17%) (see Table 37).

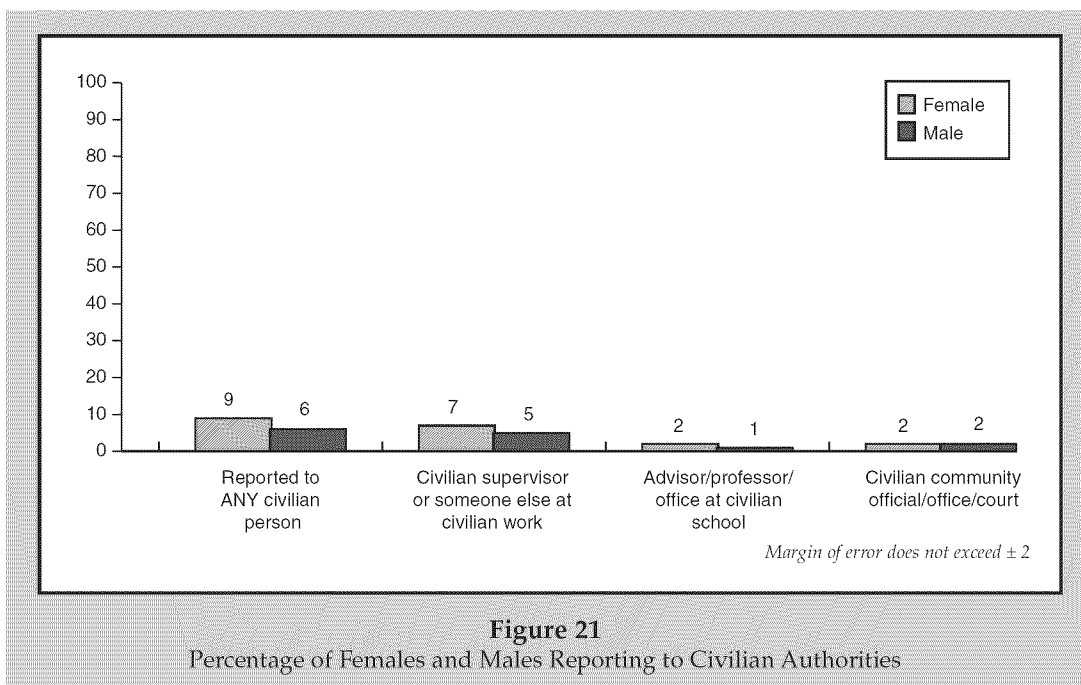
**Civilian Authorities.** Few women (9%) and men (6%) chose to report their experiences to civilian authorities (see Figure 21). Of those who did, slightly more reported to a work-related individual or organization than to a school-related individual or organization or to community officials.

### Reasons For Not Reporting Behaviors

Using a list of 23 possible reasons for not reporting, Reserve component members were asked to check their reasons for not reporting their experiences of unprofessional, gender-related experiences to the installation, Reserve component, and DoD officials available to them (see Table 38). The five reasons

	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Reported to a military or civilian authority	28	41	17	28
Margin of Error	±2	±3	±3	±4

**Table 37**  
Percentage of Females and Males Reporting to Military or Civilian Authorities, by Whether Any of the Behavior Occurred While Activated or Deployed



Reserve component members most frequently indicated for not reporting behaviors include:

- Took care of the problem yourself (Females 66%; Males, 62%),
- Was not important enough to report (Females 63%; Males 75%),
- Felt uncomfortable making a report (Females 45%; Males 34%),
- Do not think anything would be done if you reported (Females 37%; Males 33%), and
- Thought you would be labeled a troublemaker if you reported (Females 37%; Males 30%).

Women were less likely than men to indicate they did not report their experiences because it was not important enough to report (63% vs. 75%). Women were more likely than men to indicate they did not report their experiences because they did not know how to report (20% vs. 13%), they talked informally to someone in their chain-of-command (25% vs. 18%), they thought they would not be believed (20% vs. 13%), they thought they would be labeled a troublemaker (37% vs. 30%), they did not want to hurt their offender's feelings or family (32% vs. 25%), and/or they were afraid of retaliation by the offender (27% vs. 18%) or the offender's friends (21% vs. 14%).

Junior enlisted women were more likely than women in other paygrades to indicate they did not report their experiences because they did not know how to do so (25% vs. 9-17%), they felt uncomfortable making a report (51% vs. 35-42%), and/or they did not want to hurt the feelings or the family of the offender (37% vs. 22-30%). For men, enlisted members were more likely than officers to indicate they did not report because they did not know how to report (12-17% vs. both 5%).

Women who served as TPUs were more likely than women who served as AGR/TAR/ARs to indicate they did not report their experiences because they did not know how to report (20% vs. 15%) and/or they did not want to hurt the feelings or family of the offender (33% vs. 24%). Somewhat more women who experienced none than experienced some of the behavior during activation or deployment indicated that the behavior was not important enough to report (66% vs. 58%). There were no differences for either men or women by Reserve component in any of the reasons for not reporting behaviors.

Table 38 shows the complete list of reasons for not reporting unprofessional, gender-related behaviors in the one situation by gender. (For detailed infor-

Reasons For Not Reporting	Female	Male
Was not important enough to report	63	75
Did not know how to report	20	13
Felt uncomfortable making a report	45	34
Took care of the problem yourself	66	62
Talked to someone informally in your military chain-of-command	25	18
Did not think anything would be done if you reported	37	33
Thought you would not be believed if you reported	20	13
Thought your military coworkers would be angry if you reported	29	27
Wanted to fit in	21	21
Thought reporting would take too much time and effort	26	24
Thought you would be labeled a troublemaker if you reported	37	30
Peer talked you out of making a formal complaint	5	3
Supervisor talked you out of making a formal complaint	3	2
Did not want to hurt the persons' feelings, family, or career	32	25
Thought performance evaluation/ promotion chance would suffer	20	16
Afraid of retaliation from the person(s) who did it	27	18
Afraid of retaliation from friends of the person(s) who did it	21	14
Afraid of retaliation from your chain-of-command	18	14
Thought it would negatively impact your civilian job	6	6
Civilian experience would negatively impact your military job	5	4
Warned not to complain	3	2
Reported the situation to civilian individual or authority	2	2
Some other reason	16	11
Margin of Error	±2	±4

**Table 38**  
Percentage of Females and Males Indicating Reasons For Not Reporting Behaviors in One Situation

mation on all 23 items by Reserve component, pay-grade, and Reserve Program, see Tabulation Volume, Tables XX and XX.)

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*"Harassments are not reported because of the fear of retaliation."*

*- Female Senior Enlisted Respondent*

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### Reasons For Reporting None or Some of Behaviors

Reserve component members who experienced multiple behaviors might have chosen to report all, some, or none of the behaviors to the military officials available to them. Of Reserve component women and men who reported their experiences, 51% (for both) indicated they chose to report all of the behaviors they experienced. This section presents an analysis of the reasons members who reported either some or none of the behaviors gave for not reporting the other behaviors they experienced.



Reasons For Not Reporting	Reported No Behaviors		Reported Some Behaviors	
	F	M	F	M
Was not important enough to report	66	78	47	57
Did not know how to report	17	11	29	26
Felt uncomfortable making a report	42	32	58	53
Took care of the problem yourself	67	63	61	56
Talked to someone informally in your military chain-of-command	13	11	77	78
Did not think anything would be done if you reported	33	29	55	62
Thought you would not be believed if you reported	18	11	32	31
Thought your military coworkers would be angry if you reported	26	26	40	35
Wanted to fit in	20	20	27	26
Thought reporting would take too much time and effort	24	23	32	34
Thought you would be labeled a troublemaker if you reported	34	28	52	46
Peer talked you out of making a formal complaint	3	2	15	14
Supervisor talked you out of making a formal complaint	1	1*	14	12
Did not want to hurt the persons' feelings, family, or career	32	25	34	31
Thought performance evaluation / promotion chance would suffer	17	13	34	35
Afraid of retaliation from the person(s) who did it	23	15	43	39
Afraid of retaliation from friends of the person(s) who did it	18	13	30	28
Afraid of retaliation from your chain-of-command	15	12	31	32
Afraid of retaliation from your supervisors at civilian work	5	5	9	12
Thought it would negatively impact your civilian job	4	3	6	10
Warned not to complain	2	1*	8	10
Reported the situation to civilian individual or authority	1	1*	6	10
Some other reason	15	10	20	22
Margin of Error	± 2	±4	±4	±10
*Low precision and/or unweighted denominator size between 30 and 59.				

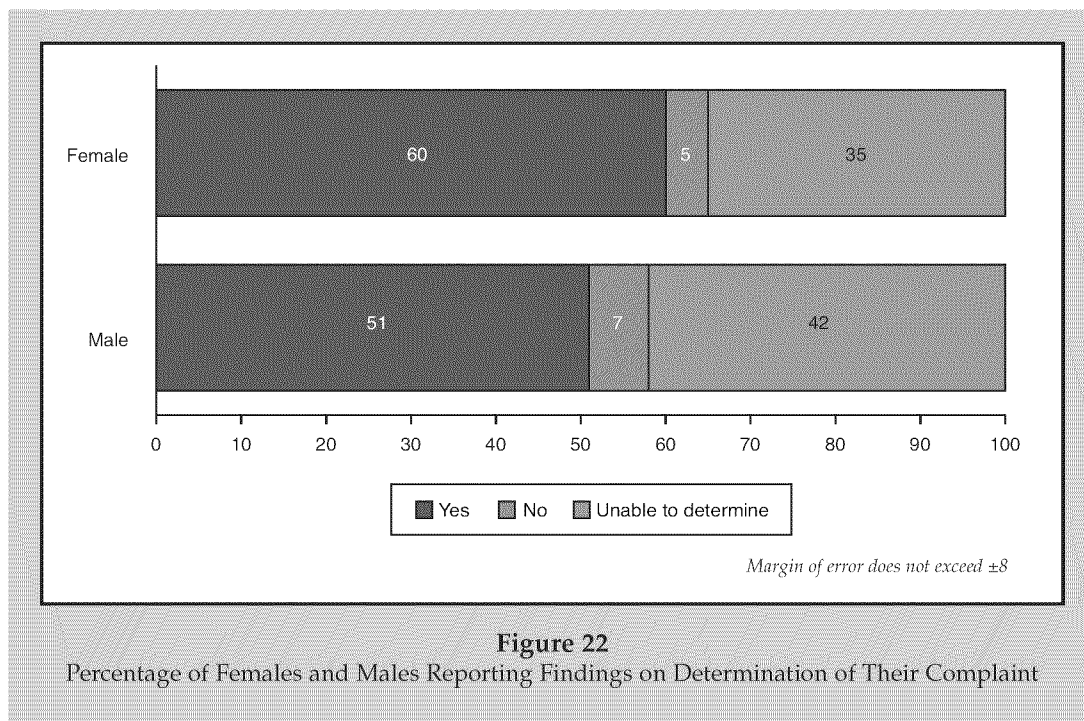
**Table 39**

Percentage of Females and Males Indicating Reasons For Not Reporting Behaviors in One Situation, by Reporting No or Some Behaviors

Table 39 shows the 23 reasons for not reporting by whether the member reported some or none of the behavior. Women were more likely than men to identify concerns over the reaction of the offender or his/her friends and family as reasons not to report their experiences. Women were more likely than men to report none of their experiences because they were afraid of retaliation from the offender (Females 23% vs. Males 15%) or the

offender's friends (18% vs. 13%), or because they did not want to hurt the offender or his/her family (32% vs. 25%). In addition, women were more likely than men to indicate they did not report any of the behaviors because they did not know how to report (17% vs. 11%), they felt uncomfortable making a report (42% vs. 32%), or they thought they would not be believed (18% vs. 11%). Men were more likely than women to indicate they did not





report any of their experiences because they did not consider them important enough to report (78% vs. 66%). There were no differences by gender in the reasons respondents gave for reporting some but not all of their experiences.

### Complaint Determination

Majorities of both women (60%) and men (51%) reported that their complaints were found to be factual, but more than one-third of women (35%) and two-fifths of men (42%) indicated that authorities were unable to determine whether or not their complaints were based in fact (see Figure 22). There were no differences in complaint outcomes by

Reserve component, paygrade, or Reserve Program (see Tabulation Volume, Tables XX and XX), or by whether or not any of the behavior occurred during activation or deployment.

### Satisfaction With Complaint Outcome

About equal percentages of women and men were satisfied, dissatisfied, or neither satisfied nor dissatisfied with the outcome of their complaints (see Table 40). There were no differences for either women or men in satisfaction with the outcome of their complaints by Reserve component, paygrade, or Reserve Program (see Tabulation Volume, Tables XX and XX). Both women and men who had experiences while activated or deployed were less likely

Satisfaction with Outcome	Female	Male
Satisfied	33	28
Neither satisfied nor dissatisfied	35	37
Dissatisfied	31	35
Margin of Error	$\pm 3$	$\pm 7$

**Table 40**  
Percentage of Females and Males Reporting Satisfaction With Outcome of Complaint

Satisfaction with Outcome	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Satisfied with Outcome	39	29	41	20
Dissatisfied with Outcome	27	35	27	38
Margin of Error	±5	±4	±11	±9
*Respondents who were neither satisfied nor dissatisfied with outcome is not included in the table.				

**Table 41**  
Percentage of Females and Males Reporting Satisfaction and Dissatisfaction With Outcome of Complaint, by Whether Behavior Occurred While Activated/Deployed

to indicate they were satisfied with the outcome of their complaint than women and men whose one situation did not involve experiences during activation or deployment (Females 29% vs. 39%; Males 20% vs. 41%) (see Table 41).

### Description of Complaint Outcome

In addition to asking Reserve component members how satisfied they were with the outcome of their complaint, they were asked to describe the outcome. By large majorities, both women (84%) and men (73%) who reported being satisfied with the outcome of the complaint process reported that their complaints were found to be factual (see Table 42). In contrast, women and men who were dissatisfied with the outcome were evenly split between those who reported that their complaint was found to be factual and those who indicated authorities were unable to determine the facts.

Nearly all the women (90%) and men (91%) who were satisfied with the outcome reported that the situation was corrected (see Table 43). About two-thirds of those who were satisfied indicated the outcome was explained to them (Females 70%; Males 66%), compared to 18% of women and men who were dissatisfied. About half of those satisfied with the outcome reported that some action was taken against the offender (Females 53%; Males 48%). In contrast, about half of women and men who were dissatisfied with the outcome indicated that nothing was done about their complaint (Females 45%; Males 50%). About one-fourth of women (23%) and 15% of men who were dissatisfied reported that action was taken against them for reporting the complaint. (For percentages of women and men by Reserve component, paygrade, and Reserve Program, see Tabulation Volume, Tables XX and XX.)

Determination of Complaint	Satisfied with Outcome		Dissatisfied with Outcome	
	F	M	F	M
Basis in Fact	84	73	46	49
No Basis in Fact	2*	2	7	6*
Unable to determine	14	25	48	46
Margin of Error	± 4	± 12	± 6	± 14
*Low precision and/or unweighted denominator size between 30 and 59.				

**Table 42**  
Percentage of Females and Males Reporting Satisfaction and Dissatisfaction with the Outcome of the Complaint, by Reporting Regarding Determination of Complaint

Outcome of Complaint	Satisfied with Outcome		Dissatisfied with Outcome	
	F	M	F	M
The outcome of your complaint was explained to you	70	66	18	18
The situation was corrected	90	91	7	8*
Action was taken against the person who bothered you	53	48	11	14*
Nothing was done about the complaint	10	15	45	50
Action was taken against you	2*	3*	23	15
Margin of Error	± 5	± 13	± 6	± 13
*Low precision and/or unweighted denominator size between 30 and 59.				

**Table 43**

Percentage of Females and Males Reporting Satisfaction and Dissatisfaction, by Complaint Outcome

*"Nothing was done. The good old boy network is still in force here."*

*- Female Senior Enlisted Respondent*

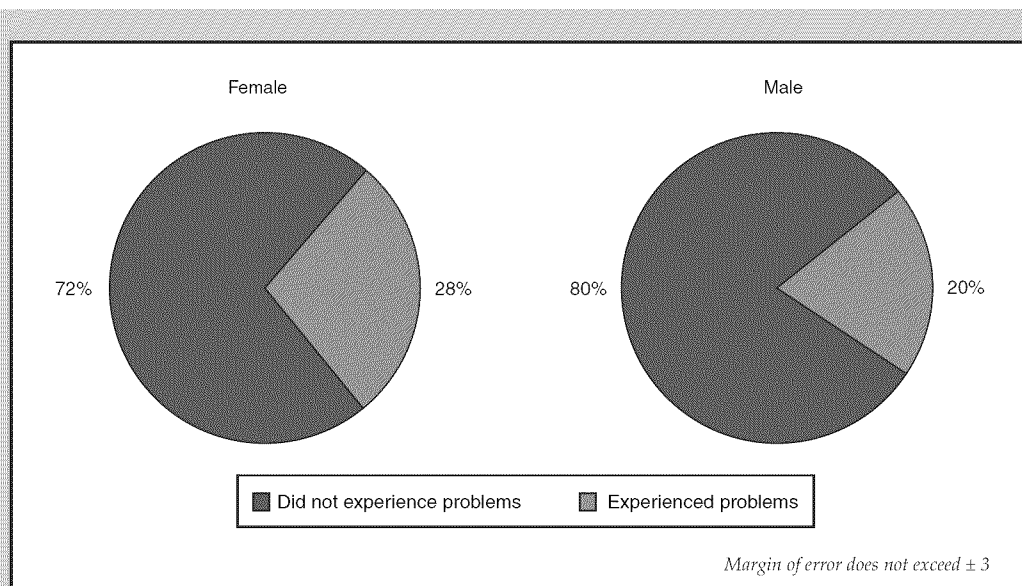
## Problems at Work

Reserve component members who reported unprofessional, gender-related behaviors were asked if

they experienced any of 12 types of problems at work in response to how they handled the situation.

**By Gender.** Overall, 28% of women and 20% of men who responded to the survey reported experiencing some type of problem at work because of their reactions to unprofessional, gender-related behavior (see Figure 23).

Of women and men who experienced problems at

**Figure 23**

Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of One Situation

## One Situation

work, the largest percentage experienced unkind gossip, with women experiencing it more often than men (Females 18%; Males 13%) (see Table 44).

About 11% of women and 7% of men reported being ignored at work or being mistreated in some other way. Roughly 10% of women and men reported being given less favorable job duties as a result of their dealing with the experience. Women were more likely than men to report being blamed for the situation (Females 9% vs. Males 5%). Very few women and men reported being transferred to a less desirable job (both 4%) or denied a promotion (both 4%) as a result of their response to unprofessional, gender-related behavior.

*"I was treated as the problem and was asked how long I would be there."*

*- Female Senior Enlisted Respondent*

**By Reserve Component.** There were no differences by Reserve component for women or men in regards to the problems experienced at work as a result of their response to unprofessional, gender-related behavior (see Table 44).

**By Paygrade and Reserve Program.** Of women in the Reserve components who reported problems at work, about half as many senior officers as women in other paygrades reported experiencing adverse

Problems After Reporting Statistics	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Experienced any problems	28	20	30	23	31	23	20	11	25	24	24	13	23	20
You were ignored	11	7	11	9	12	8	8	4*	7	8*	9	4*	9	7*
You were blamed for the situation	9	5	11	5	10	4*	7	3*	6	11*	7	2*	7	9*
People gossiped about you in an unkind way	18	13	20	15	21	14	11	7*	16	17*	16	10	14	11
You lost perks or privileges	6	4	5	4	6	5	6	3*	5	2*	5	3*	6	4*
You were given less favorable job duties	9	7	9	8	9	7	10	6*	9	11*	6	4*	8	11*
You were denied an opportunity for training	6	5	5	5	7	6	5	5*	5	NR*	5	3*	6	6*
You were given an unfair evaluation	6	5	6	5	7	6	8	5*	6	8*	3	3*	6	4*
You were unfairly disciplined	6	4	6	5	7	6	3	1*	4*	NR*	4	2*	5	5*
You were denied a promotion	4	4	4	4	4	6	3	2*	5	3*	4	2*	5	4*
You were transferred to a less desirable job	4	4	4	5	5	4	3	2*	2*	4*	2	1*	3	5*
You were unfairly demoted	1	1	1	1*	1	1*	1*	2*	2*	NR*	0*	1*	0*	0*
You were mistreated in some other way	11	6	11	7	13	7	8	2*	9	11*	11	4*	7	8*
Margin of Error	±2	±3	±3	±4	±2	±5	±3	±5	±6	±12	±3	±5	±4	±7
* Low precision and/or unweighted denominator size between 30 and 59.														

**Table 44**

Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of One Situation, by Reserve Component

Problems After Reporting Statistics	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
Experienced any problems	28	23	29	20	28	18	21	13
You were ignored	9	7	12	8	13	5	7	5
You were blamed for the situation	9	5	10	5	11	6	8	5
People gossiped about you in an unkind way	19	15	19	13	21	15	10	10
You lost perks or privileges	5	5	6	4	5	4*	6	3*
You were given less favorable job duties	9	8	10	8	7	6*	7	4*
You were denied an opportunity for training	5	5	7	5	8	6*	6	3*
You were given an unfair evaluation	5	5	7	5	5	4*	6	3*
You were unfairly disciplined	5	4	6	4	6	6*	6	4*
You were denied a promotion	4	6	4	4	3	1*	3*	3*
You were transferred to a less desirable job	3	4	4	3	4	5*	4	3*
You were unfairly demoted	1	2*	0	1*	2*	1*	0	2*
You were mistreated in some other way	10	7	12	6	14	6*	8*	5*
Margin of Error	±2	±5	±2	±3	±5	±8	±3	±5
* Low precision and/or unweighted denominator size between 30 and 59.								

**Table 45**  
Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of One Situation, by Paygrade

gossip as a result of their handling of the experience (10% vs. 19-21%) (see Table 45). There were no other differences by paygrade for women or men. There were no differences by Reserve Program for women and men in terms of problems at work arising from the situation (see Tabulation Volume, Table XX).

*"Untrue and mean rumors were spread about me because I would not go out/have sex with a fellow co-worker."*

*- Female Senior Enlisted Respondent*

**By Occurrence During Activation or Deployment.** Both women and men with experiences while activated or deployed were more likely to indicate they

had problems at work as a result of their handling of the behaviors than women and men whose one situation did not involve behaviors during activation or deployment (Females 38% vs. 21%; Males 27% vs. 14%) (see Table 46). For women, those who had behaviors while activated or deployed were at least twice as likely to report experiencing each type of problem at work, except being unfairly demoted. For men, those who experienced behaviors while activated or deployed were at least twice as likely as those who did not experience behaviors during those times to report being ignored by others at work (11% vs. 4%), gossiped about in an unkind way (17% vs. 9%), and given less favorable job duties (11% vs. 5%). There were no other differences by occurrence during activation or deployment.

Problems After Reporting Statistics	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Experienced any problems	21	38	14	27
You were ignored/shunned by others at work	7	15	4	11
You were blamed for the situation	6	13	4	6
People gossiped about you in an unkind way	13	26	9	17
You lost perks/privileges that you had before	3	9	3	5
You were given less favorable job duties	6	13	5	11
You were denied an opportunity for training	4	8	3	7
You were given an unfair job performance appraisal	4	8	3	7
You were unfairly disciplined	3	9	3	6
You were denied a promotion	3	6	2	6
You were transferred to a less desirable job	2	6	2	6
You were unfairly demoted	1	1	1	2
You were mistreated in some other way	7	16	4	9
Margin of Error	±2	±3	±3	±5

**Table 46**

Percentage of Females and Males Reported Experiencing Problems at Work as Result of One Situation, by Whether Any Behavior Occurred While Activated or Deployed

*"Supervisor talked to others after I had reported offenses, which were overlooked and no corrective action was taken, about getting even with me."*

*- Female Senior Enlisted Respondent*

## Working With Offender at Civilian Location

Because of their part-time military status, Reserve component members may interact with offenders at their civilian workplace or school as well as at their military location. As noted earlier (see Table 33), as many as one in five women and men said at least some behavior in the one situation occurred at their civilian job, school, or other non-military location. However, a sizable percentage of women and men reported that working with the offender in a civilian environment did not apply because they had no civil-

ian job (Females 25%; Males 23%) or were not in a civilian school (Females 29%; Males 31%). About one-fifth of women and men indicated they worked with the offender at a civilian job (Females 17%; Males 21%) (see Table 47). There were no differences for women or men by Reserve component, paygrade, Reserve Program, or occurrence during activation or deployment. (For percentages of women and men by paygrade and Reserve Program, see Tabulation Volume, Tables XX and XX.)

## Was One Situation Sexual Harassment?

Reserve component members who reported experiencing unprofessional, gender-related behaviors were asked whether or not the one situation with



Working with Offender	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Did you work with the person(s) involved at your civilian job?														
Yes	17	21	14	19	15	18	18	24	8	15*	26	31	22	35
No	58	56	58	56	61	64	53	53	62	58	49	42	56	54
Does not apply	25	23	28	25	23	18	29	23	30	27	25	27	22	11
Are/were you in a civilian school setting with the person(s) involved?														
Yes	3	5	4	6	4	5*	3	6*	1*	4*	2	4*	1*	3*
No	67	64	67	63	68	70	59	59	70	75	69	59	68	65
Does not apply	29	31	29	32	28	26	37	35	28	21	29	37	31	32
Margin of Error	±3	±2	±3	±5	±3	±6	±4	±8	±6	±13	±4	±7	±5	±10
* Low precision and/or unweighted denominator size between 30 and 59.														

Table 47

Percentage of Men and Women Indicating They Worked With Offenders in One Situation at Civilian Job or Were in School With Offenders, by Reserve Component

the greatest effect constituted sexual harassment. Unwelcome conduct of a sexual nature can constitute sexual harassment, if it meets the legal definition of sexual harassment (e.g., Crude/Offensive Behavior, Unwanted Sexual Attention, and/or Sexual Coercion). When unprofessional, gender-related behaviors unreasonably interfere with work performance or create an intimidating, hostile, or offensive work environment, an individual is likely to perceive such conduct as sexual harassment, even if the behaviors experienced do not meet the legal definition of sexual harassment. Unlike the Sexual Harassment incident rate in Chapter 3, the question addressed in this section was asked of all Reserve component members who experienced any unprofessional, gender-related behavior in the one situation, not just those who experienced behaviors that would meet the legal definition of sexual harassment.

Whether members considered the situation to be sexual harassment is an indication of their views of the severity of the one situation. Those who did not regard the behavior in this situation as sexual

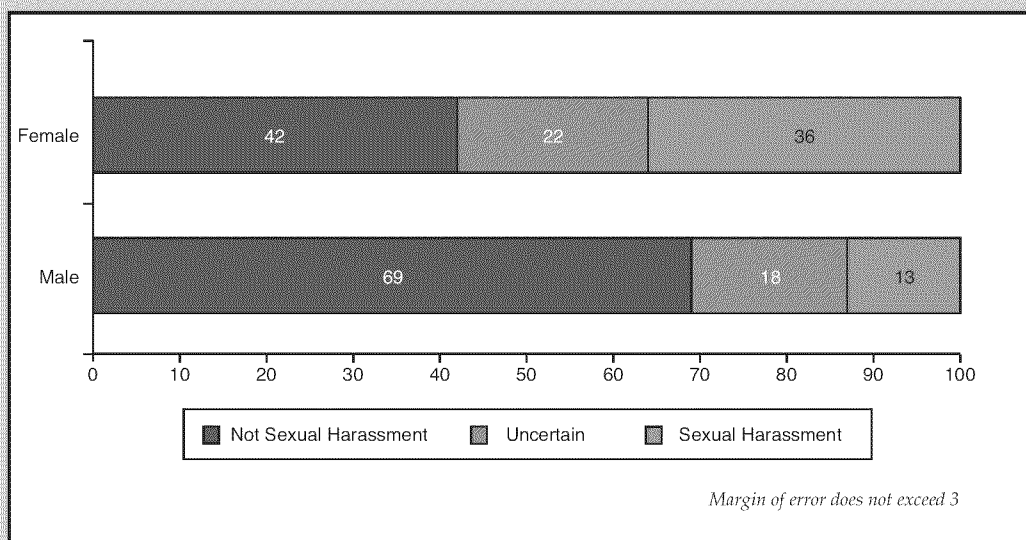
harassment would be more likely to dismiss the incident. Conversely, those who perceived the behavior as sexual harassment may be more likely to react more strongly and to have more adverse emotional effects as a result of the behavior, whether or not the behavior met the legal definition of sexual harassment. Correlating members' reports of the behaviors experienced during the situation with the Reserve component members' perceptions of the situation as sexual harassment may provide additional information on the Reserve component member's understanding of sexual harassment.

**By Gender.** Women were much more likely than men to identify their experience as sexual harassment (36% vs. 13%) (see Figure 24). Women were almost evenly divided as to whether the situation with the greatest effect was or was not sexual harassment (36% vs 42%). In contrast, most men reported that it was not sexual harassment (69% vs. 13%). About 20% of both women and men were uncertain as to whether the situation constituted sexual harassment (Females 22%; Males 18%).

## One Situation

**By Reserve Component.** There were no differences by Reserve component in the likelihood that members identified their experience as sexual harassment (see Table 48).

**By Paygrade.** Junior enlisted women were less likely than women in the other paygrades to indicate the situation was not sexual harassment (37% vs. 44-55%) (see Table 49). There were no differences among men by paygrade.



**Figure 24**  
Percentage of Females and Males Reporting One Situation as Sexual Harassment

Perception of Sexual Harassment	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Not Sexual Harassment	42	69	38	66	38	64	49	70	49	85	47	77	49	72
Uncertain	22	18	22	21	22	20	23	20	16	12	23	11	18	11
Sexual Harassment	36	13	40	14	39	16	27	9	35	2	31	13	33	17
Margin of Error	±2	±3	±3	±5	±3	±6	±5	±8	±7	±9	±4	±6	±5	±10
* Low precision and/or unweighted denominator size between 30 and 59.														

**Table 48**  
Percentage of Females and Males Reporting One Situation as Sexual Harassment, by Reserve Component



Perception of Sexual Harassment	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
Not Sexual Harassment	37	69	44	68	45	62	55	77
Uncertain	24	21	21	17	19	13	16	13
Sexual Harassment	39	9	35	15	36	25	29	10
Margin of Error	±3	±6	±3	±4	±6	±11	±5	±7

Table 49

Percentage of Females and Males Reporting One Situation as Sexual Harassment, by Paygrade

Perception of Sexual Harassment	TPU		AGR/TAR/AR	
	F	M	F	M
Not Sexual Harassment	40	69	48	67
Uncertain	22	18	26	21
Sexual Harassment	38	13	25	12
Margin of Error	±2	±3	±5	±8

Table 50

Percentage of Females and Males Reporting One Situation as Sexual Harassment, by Reserve Program

**By Reserve Program.** Women who served as TPUs were more likely than women who served as AGR/TAR/ARs to report that the situation was sexual harassment (38% vs. 25%) (see Table 50). Women who served as TPUs were evenly divided as to whether the situation was sexual harassment or not (38% vs. 40%). In contrast, a near majority of women (48%) who served as AGR/TAR/ARs indicated that the situation was probably or definitely not sexual harassment. For men, there were no differences by Reserve Program.

**By Occurrence During Activation or Deployment.** Women and men who experienced unprofessional, gender-related behavior while activated or deployed were more likely to indicate that the behaviors constituted sexual harassment than women and men whose one situation did not involve experiences during activation or deployment (Females 45% vs. 30%; Males 17% vs. 10%) (see Table 51). There were no differences for men by occurrence during activation or deployment.

Perception of Sexual Harassment	Female		Male	
	None During Activation/ Deployment	Some During Activation/ Deployment	None During Activation/ Deployment	Some During Activation/ Deployment
Not Sexual Harassment	48	33	74	62
Uncertain	22	22	16	21
Sexual Harassment	30	45	10	17
Margin of Error	±2	±3	±4	±5

Table 51

Percentage of Females and Males Reporting One Situation as Sexual Harassment, by Whether Any of the Behavior Occurred While Activated or Deployed

## Summary

Women and men in the Reserve components who experienced unprofessional, gender-related behavior were asked to provide details on the one situation that had the greatest effect on them in the 12 months prior to taking the survey. Most women (79%) and about half of men (52%) did so.

### Types of Unprofessional, Gender-related Behavior

Most women (56%) and about one-third of men (31%) indicated that they experienced more than one type of unprofessional, gender-related behavior during the one situation. Of those who experienced only one incident of such behavior, the most common for women was Sexist Behavior (24%); for men, the most common was Crude/Offensive Behavior (52%).

Of those who experienced multiple behaviors in the one situation, about half of women experienced Crude/Offensive Behavior and/or Sexist Behavior (49-53%). A similar percentage of men reported Crude/Offensive Behavior (42%), but less than half as many men (20%) experienced Sexist Behavior. About one-third of women and 8% of men experienced Unwanted Sexual Attention. Fewer than 10% of women and 3% of men reported Sexual Coercion. Relatively few women (3%) and men (1%) reported Sexual Assault.

More women in the Marine Corps Reserve reported experiencing Sexist Behavior than in any other Reserve component (67% vs. 46-56%). Crude/Offensive Behavior and Unwanted Sexual Attention were more prevalent for junior enlisted women than for higher paygrades (56% vs. 34-47%), but rates of Sexist Behavior for women were similar regardless of rank (52-58%). Women who served as TPUs were more likely than those who served as AGR/TAR/ARs to report Crude/Offensive Behavior (51% vs. 42%) and Unwanted Sexual Attention (33% vs. 24%), but percentages of women reporting Sexist Behavior were equal (53-54%). There were no differences for men by Reserve component, paygrade, or Reserve Program. Of the fewer than 10% of women and men who experienced Sexual Coercion, the majority (Females 62%; Males 83%) had at least some of the experiences

during activation or deployment. Similarly, of the 3% of women who reported experiencing Sexual Assault, most (63%) said the behavior occurred during activation or deployment.

### Characteristics of Offenders

Men comprised the vast majority of offenders of women (87%) and most men (56%), although a substantial percentage of men (24%) reported that both women and men were offenders. Nearly equal percentages of women indicated their experiences in one situation involved a single offender or a group of people (49-51%). More men (58%) reported there were multiple offenders.

About 85% of men and women reported that they knew one or more of the offenders at least to some extent. About 20% of women and nearly 25% of men reported that they knew the offender very well. Only a small minority (both 15%) did not know the offender. Nearly all women (96%) and men (94%) indicated that at least some of the offenders were military, including 80% of women and 75% of men who reported the offenders were all military.

### Characteristics of One Situation

The majority of women (57%) and men (55%) reported the unprofessional, gender-related behavior in the one situation occurred occasionally. Most men (52%) and 41% of women indicated that such behavior lasted less than a month. About one-third of women (35%) reported that the behavior lasted more than six months. There were no differences by paygrade or Reserve Program in the duration of the one situation. About one-third of women and men who experienced none of the behavior during activation or deployment reported that the behavior occurred only once (Females 31%; Males 38%). More women who experienced some than none of the behavior during activation or deployment reported that the behavior occurred frequently (23% vs. 12%).

Large majorities of women and men reported some or all of the behaviors occurred at a military installation (Females 82%; Males 79%) and/or at their military workplaces (Females 78%; Males 77%). To a lesser extent, women and men reported that some or all of the behaviors occurred while they were in

compensated status (Females 57%; Males 56%) or while activated or deployed (Females 43%; Males 49%). Women were more likely than men to report that all the behaviors occurred at a military installation (45% vs. 38%) or at their military work (38% vs. 32%). Women in the Marine Corps Reserve (32%), Army National Guard (25%), and Army Reserve (31%) were more likely than women in the other Reserve components (14-16%) to report that all the behaviors occurred while they were activated or deployed.

Women who were senior officers were slightly more likely than women in other paygrades to report that all the behaviors in the one situation occurred at their military workplace (46% vs. 34-41%). Women who served as AGR/TAR/ARs were more likely than women who served as TPUs to report that all of the behaviors occurred at their military workplace (44% vs. 37%). Both women and men who experienced some of the behavior while activated or deployed were more likely to indicate that all of the behaviors occurred at a military installation than women and men whose one situation did not involve experiences during activation or deployment (Females 49% vs. 42%; Males 43% vs. 33%).

### Reporting One Situation

About two-thirds of women (67%) and most men (78%) did not report the unprofessional, gender-related behavior. The most common reasons for not reporting were: they did not believe it was important enough to report (Females 63% vs. Males 75%); they handled the problem themselves (66% vs. 62%); or they felt uncomfortable making a report (45% vs. 34%). Of those who did report the situation, most women and men reported to their military supervisor, someone else in their chain-of-command, or the offender's supervisor (Females 16-20%; Males 12-16%). Only a few (5% or less) women and men reported to a special military office or a civilian authority.

### The Complaint Process

The vast majority of women (95%) and men (93%) indicated the complaint process found that their allegations of unprofessional, gender-related behavior were either based in fact (Females 60%; Males 51%) or that authorities were unable to determine the validity of their complaints (35% vs. 42%).

About equal percentages of women and men were satisfied (33% vs. 28%), dissatisfied (31% vs. 35%), or neither satisfied nor dissatisfied (35% vs. 37%) with the outcome of their complaints. Both women and men who had experiences while activated or deployed were less likely to indicate they were satisfied with the outcome of their complaints than women and men whose one situation occurred at other times (Females 29% vs. 39%; Males 20% vs. 41%).

Most members who were satisfied with the outcome of the complaint process indicated that their complaint was found to be factual (Females 84%; Males 73%), the outcome was explained to them (70% vs. 66%), the situation was corrected (90% vs. 91%), and/or some action was taken against the offender (53% vs. 48%). In contrast, nearly half of those who were dissatisfied with the outcome reported that authorities were unable to determine the validity of their complaints (Females 48% vs. Males 46%) and nothing was done about the complaint (45% vs. 50%). Almost a quarter of women (23%) and 15% of men who were dissatisfied with the outcome of their complaint reported that action was taken against them as a result.

### Problems at Work After Handling One Situation

About 28% of women and 20% of men reported that they experienced problems at work because of the way they handled the unprofessional, gender-related behavior. The most common problem was unkind gossip (Females 18%; Males 13%). Smaller percentages reported being ignored at work or mistreated in some other way (Females 11%; Males 6%). About half as many women senior officers as junior enlisted women reported adverse gossip (10% vs. 19%). More women and men who experienced some than none of the behaviors while they were activated or deployed reported confronting problems at work after the situation ended (Females 38% vs. 21%; Males 27% vs. 14%).

### Working with Offender in Civilian Life

Although large percentages of women and men reported that the question did not apply because they had no civilian job (Females 25%; Males 23%) or were not in a civilian school (Females 29%; Males 31%), 17% of women and 21% of men indicated they

worked with the offender at a civilian job. There were no differences for women or men by Reserve component, paygrade, Reserve Program, or activation/deployment.

### Was One Situation Sexual Harassment?

Women who reported the situation were about evenly divided as to whether the incident probably or definitely was (36%) or was not (42%) sexual harassment. Most men (69%) reported that it was not sexual harassment. About 20% of both women and men were uncertain whether the situation con-

stituted sexual harassment. There were no differences by Reserve component. Junior enlisted women were less likely than women in other paygrades (37% vs. 44-55%) to believe the situation was sexual harassment. Women who served as TPUs were more likely than AGR/TAR/ARs (38% vs. 25%) to report that the situation was probably or definitely sexual harassment. More women who experienced some of the behavior during activation or deployment than experienced none of the behavior during these periods reported that the behavior probably or definitely was sexual harassment (45% vs. 30%).

# Chapter 5

## Sex Discrimination

This chapter summarizes Reserve component members' reports of Sex Discrimination, both regarding their personal experiences with such behavior during the 12 months prior to the survey, and in terms of their perceptions of whether those experiences constituted Sex Discrimination. The first section presents survey results for three categories of discriminatory behaviors—evaluation, assignment, and career. The second section describes results for perceptions of Sex Discrimination.

### Discriminatory Behaviors

Recent research on Sex Discrimination in the civilian workplace indicates that, in terms of performance evaluations, strong or systematic Sex Discrimination is infrequent, but women continue to hold substantially less prestigious and influential jobs, receive lower pay, and advance more slowly than men (Dipboye and Colella, 2005). Question 55 in the survey consisted of 12 items modeled on DMDC's measure of racial/ethnic discrimination on its 1996 Equal Opportunity Survey. The behavioral items in Question 55 are intended to be indicative of three categories of discrimination in the workplace:

- Evaluation – Reserve Component members' perceptions that they did not receive ratings or awards they deserved (Q55a-d);
- Assignment – Reserve Component members' perceptions that they did not get assignments they wanted or ones that utilized their skills or facilitated their career advancement (Q55e,f,g,l,m);
- Career – Reserve Component members' perceptions of having access to resources and mentoring that aided in their career development (Q55h-k).

The 12 items were measured using a three-level response scale that allowed Reserve component members to indicate if they experienced the behavior and whether their gender was a motivating factor.

### Chapter 5 Highlights

- Overall, slightly fewer than 10% of women and half as many men reported experiencing some type of *gender-related* discriminatory behavior in the 12 months prior to taking the survey
- 11% of women and 2% of men perceived such behavior as Sex Discrimination
- There were no differences in Sex Discrimination rates for women and men across Reserve components, by paygrade, or by Reserve Program.
- Sex Discrimination rates increased for women who had been activated in the 24 months before the survey (11-14% vs. 6-7% for non-activated women).

Response options were:

- yes, and your gender was a factor;
- yes, but your gender was NOT a factor;
- no, or does not apply.

The 12 items were scored dichotomously. Incidents were only counted in the discrimination rates if the Reserve component member marked, "Yes, and your gender was a factor." All other responses were considered "No" responses. For example, if survey participants indicated, "Yes, but your gender was NOT a factor," then they did not believe their experiences were gender-motivated and were coded as "No."

For the purpose of this analysis, a Reserve component member was considered to have had a gender-motivated experience of discrimination in Question 55l only if they indicated "Yes, and your gender was a factor" and the respondent indicated the assignment was legally open to women (in Q55m).

**By Gender.** Few women and fewer men reported they experienced gender-motivated discriminatory behaviors. Of these few, women experienced each

## Sex Discrimination

type of discriminatory behavior at substantially higher rates than men. Overall, slightly fewer than 10% of women reported experiencing behaviors in each of the three categories of gender-based discrimination (see Table 52). For all categories of behavior, these rates were more than twice those for men. Although the magnitude varies, the gender difference was consistent regardless of Reserve component, paygrade, Reserve Program, or activation status.

*"I was promoted to E-7 ... [but] the commander ... took the stripe back with no documentation or reason. He gave the stripe to a lower qualified male in the unit."*

- Female Senior Enlisted Respondent

*"I received a written reprimand from an O-6 who has a negative history with females and continually creates a hostile work environment."*

- Female Senior Enlisted Respondent

**By Reserve Component.** As Table 52 shows, for both men and women, there were no Reserve component differences in the Evaluation, Assignment, and Career incident rates.

**By Paygrade.** For both women and men, there were no paygrade differences in the incident rates for Evaluation, Assignment, or Career discriminatory behaviors (see Table 53).

Type of Discrimination	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Evaluation	9	4	9	4	10	5	8	3	15	2*	8	2	6	3
Assignment	8	2	10	3	8	2	5	1	12	2*	8	2	6	1
Career	9	3	11	3	10	3	5	2	11	1*	8	2	6	2
Margin of Error	±1	±1	±2	±1	±1	±1	±2	±1	±4	±2	±2	±1	±2	±2
*Low precision and/or unweighted denominator size between 30 and 59.														

**Table 52**

Percentage of Females and Males Experiencing Discriminatory Behaviors, by Reserve Component

Type of Discrimination	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Evaluation	7	4	10	4	11	3	10	2
Assignment	7	2	8	2	8	1*	8	1
Career	8	2	9	3	10	2*	10	2
Margin of Error	±1	±1	±1	±1	±3	±2	±2	±1
*Low precision and/or unweighted denominator size between 30 and 59.								

**Table 53**

Percentage of Females and Males Experiencing Discriminatory Behaviors, by Paygrade

**By Reserve Program.** For both women and men, there were no Reserve program differences in the incident rates for Evaluation, Assignment, or Career discriminatory behaviors (see Table 54).

**By Activation Status.** Reserve component women who were activated in the previous 24 months reported much higher rates of discriminatory behaviors than women who were not activated (see Table 55). Compared to women who were not activated, about twice as many activated women reported experiencing gender-related Evaluation (13% vs. 6%), Assignment (11% vs. 6%), and/or Career (14% vs. 7%) discrimination. For men, there were no differences by activation status in the reported incident rates for Evaluation, Assignment, or Career discriminatory behaviors.

## Sex Discrimination

This section summarizes members' perceptions of their experiences of Sex Discrimination. The Sex Discrimination rate reflects the combination of experience and perception. To be included in the calculation of the rate, Reserve members must have experienced at least one gender-related discriminatory behavior defined as Evaluation, Assignment, or Career, and also indicated that they considered at least one of the behaviors experienced to be Sex Discrimination.

**By Gender.** Roughly one in ten (11%) women and a small percentage of men (2%) in the Reserve components said they experienced Sex Discrimination (see Figure 25). The magnitude of the difference between rates of Sex Discrimination by gender varies depending on Reserve components, pay-grades, Reserve Program, and activation status, but the basic pattern of greater discrimination of women persists across these categories.

**By Reserve Component.** Women in the Naval Reserve and Air Force Reserve were less likely than those in the Army National Guard and the Marine Corps Reserve to experience Sex Discrimination

Type of Discrimination	Activated		Not Activated	
	F	M	F	M
Evaluation	13	4	6	3
Assignment	11	3	6	2
Career	14	3	7	3
Margin of Error	±2	±1	±1	±1

**Table 55**  
Percentage of Females and Males Experiencing Discriminatory Behaviors, by Activation Status, During the Past 24 Months

Type of Discrimination	TPU		AGR/TAR/AR	
	F	M	F	M
Evaluation	9	4	10	4
Assignment	8	2	9	2
Career	9	3	9	3
Margin of Error	±1	±1	±2	±2

**Table 54**  
Percentage of Females and Males Experiencing Discriminatory Behaviors, by Reserve Program

## Sex Discrimination

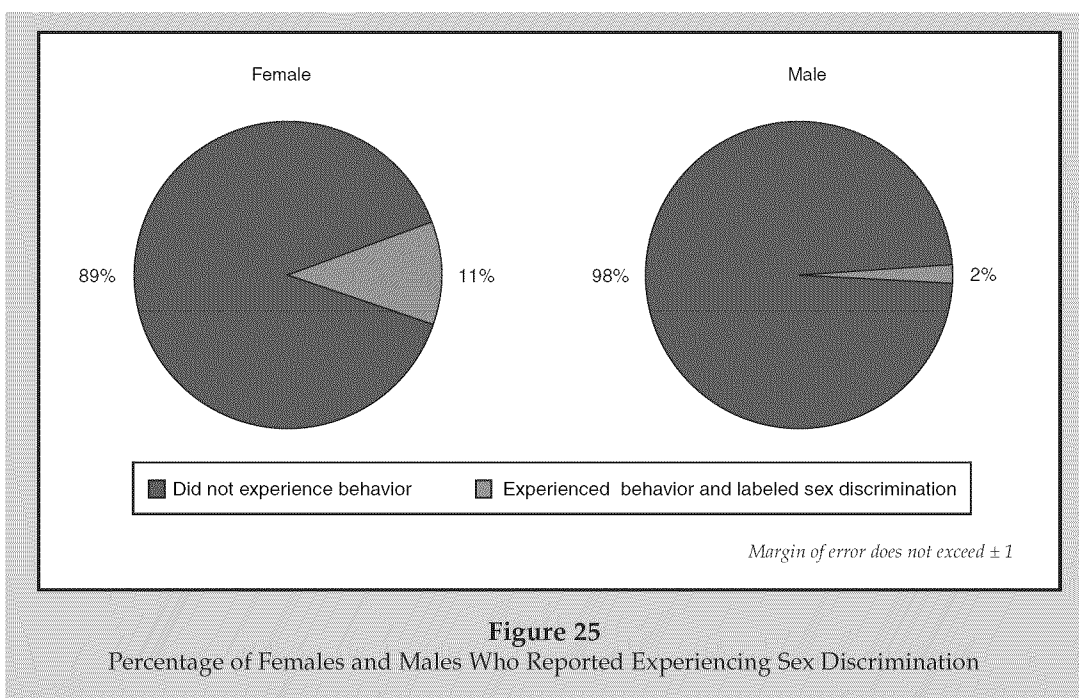
(see Table 56). For men, there were no differences by Reserve component in the Sex Discrimination incident rate.

**By Paygrade and Reserve Program.** For both women and men, there were no paygrade differences in the Sex Discrimination incident rate (see Tables X and Y in the WGR-R 2004 SHS Tabulation Volume.)

**By Activation Status.** Compared to women who were not activated in the previous 24 months, activated women reported a higher rate of Sex Discrimination (17% vs. 8%) (see Table 57). For men, there were no differences by activation status in the Sex Discrimination incident rate.

*"Many women are isolated, must work twice as hard, and are not taken seriously. It's nothing new. It's all about 'subtle' personal discrimination, not overt sexual advances."*

*- Female Senior Enlisted Respondent*



	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Sex Discrimination	11	2	13	2	12	3	7	1	19	1*	11	2	7	2
Margin of Error	$\pm 1$	$\pm 1$	$\pm 2$	$\pm 1$	$\pm 1$	$\pm 1$	$\pm 2$	$\pm 1$	$\pm 4$	$\pm 1$	$\pm 2$	$\pm 1$	$\pm 2$	$\pm 1$
*Low precision and/or unweighted denominator size between 30 and 59.														

**Table 56**  
Percentage of Females and Males Who Reported Experiencing Sex Discrimination, by Reserve Component



## Summary

The results of this chapter indicate Sex Discrimination occurs at much lower rates than Sexual Harassment (see Chapter 3) among Reserve component members. As in Chapter 3, this chapter presents data both on reports of behaviors related to their evaluations, assignments, and career development and on perceptions of whether or not such behaviors constituted Sex Discrimination. Although a small minority of Reserve component members (fewer than 10% of women and less than 5% of men) reported experiencing such behaviors and regarding them as Sex Discrimination, women in the Reserve components reported experiencing discriminatory behaviors at rates higher than men. Women were far more likely than men to regard such behaviors as Sex Discrimination. These gender differences were far greater than differences by Reserve component, paygrade, Reserve Program, or activation status.

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*"My platoon sergeant doesn't believe that females should be in charge or in the armed forces. Therefore, for him, I was not capable of being in charge of a mission."*

*- Female Senior Enlisted Respondent*

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## Gender-related Discriminatory Behaviors

Women experienced Evaluation, Assignment, and Career discriminatory behaviors at rates at least twice those of men (Females 8-9% vs. Males 2-4%). The rates varied by activation status, but not by Reserve component, paygrade, or Reserve Program. About twice as many women who had been activated in the 24 months prior to the survey reported experiencing all three types of gender-related discriminatory behavior than women who were not activated.

## Sex Discrimination

Overall, more women than men in the Reserve components reported that they perceived the behavior as Sex Discrimination (Females 11% vs. Males 2%). For women, the incidence of perceived Sex Discrimination was lowest for the Naval Reserve and Air Force Reserve (both 7%), and highest for the Marine Corps Reserve (19%). There were no differences by paygrade or Reserve Program. Among women, rates differed sharply only by activation status, where more than twice as many activated (17%) as non-activated (8%) women reported behavior that they considered Sex Discrimination.

	Activated		Not Activated	
	F	M	F	M
Sex Discrimination	17	2	8	1
Margin of Error	±2	±1	±1	±1

**Table 57**

Percentage of Females and Males Who Reported Experiencing Sex Discrimination, by Activation Status During the Past 24 Months



# Chapter 6

## Sexual Harassment Personnel Policies, Practices, and Training

Chapters 3-5 provided survey findings on the rates of unprofessional, gender-related behaviors, sexual harassment, and sex discrimination for Reserve component members. Survey results were also provided on characteristics of the one situation that had the greatest effect on Reserve members (e.g., who were the offenders and where the behaviors occurred). Chapter 6 explores the effectiveness of Reserve components' efforts to eliminate sexual harassment and to provide support to those who experience it.

This chapter presents survey results on Reserve component members' perceptions of sexual harassment policies and practices and their effectiveness; the availability of sexual harassment support and resources for those who experience it; the amount and effectiveness of sexual harassment training; and military leaders' attempts to stop sexual harassment and model gender-neutral behavior. The chapter examines members' perceptions of leadership behavior at three levels: their immediate supervisor, the installation/ship supervisor, and the Reserve component's senior leadership. As in other chapters, members' views will be presented by gender, Reserve component, paygrade, Reserve Program, and activation status.

### Sexual Harassment Policies and Practices

Sexual harassment prevention and response programs are more effective if information on policies is made widely available, programs and practices are in place and executed, and sexual harassment complaints are handled rapidly and fairly. Reserve component members should understand sexual harassment policies and how to seek help if they need it. Question 90 asked Reserve component members to report the extent to which, at both the unit/work group and duty station/ship levels, sexual harassment policies and complaint procedures

### Chapter 6 Highlights

#### Sexual Harassment Policies

- More than 90% of women and men reported that sexual harassment policies and complaint procedures are publicized in their unit/work group and duty station/ship.
- Nearly as many women and men (about 85%) reported there is a formal office charged with investigating sexual harassment complaints.
- About 70% of women and about 80% of men reported there was an advice/hotline available for complaint reporting.

#### Sexual Harassment Training

- About 70% of women and men reported receiving sexual harassment training in the 12 months prior to taking the survey, averaging more than two sessions. Women and men in the Naval Reserve were more likely to have received such training.
- About 80% of women and men indicated that the training gave them a good understanding of sexual harassment words and actions and adverse effects on unit cohesion and personal performance.
- About 75% of women and men reported that the training gave them useful tools for dealing with sexual harassment and created a safe reporting climate.
- More than 90% of women and men said the training was at least somewhat effective. About 40% of women and men concluded that the training was very effective.

#### Proactive Leadership

- Majorities of women and men reported that their leaders (immediate, installation/ship, component) were making honest and reasonable efforts to stop sexual harassment. Women in the Army National Guard (53-61%) and Army Reserve (51-58%) were least likely to report such efforts.
- More than 90% of women and men indicated that their leaders modeled respectful behavior regardless of gender, with majorities stating they did so to a large extent.
- About 80% of women and men reported that male leaders rarely or never asked female officers to "deal with" problems involving women.

## Sexual Harassment Personnel Policies, Practices, and Training

were publicized and whether complaints were taken seriously (Q90a,b,c,h,i,j).

### Policies publicized

Virtually all Reserve component women and men reported policies forbidding sexual harassment were publicized to at least some extent at both the unit/work group (Females 91%; Males 93%) and duty station/ship levels (Females 92%; Males 94%). Slightly fewer women than men reported that the policies received publicity to a large or very large extent both within their unit and at their installation (see Table 58).

*"If the military feels it has a problem with any type of discrimination, then it should clearly put out the message that this behavior is bad for the mission and morale and will not be tolerated. I believe that you are already doing that."*

*- Female Senior Enlisted Respondent*

**By Reserve Component.** There were no differences for women and men in regards to the extent to which sexual harassment policies were publicized in their unit/work group. Women in the Naval Reserve were the most likely to report policies forbidding sexual harassment were publicized to a large or very large extent at their duty station/ship (Females 54% vs. 42-47%). There were no differences for men in regards to the extent to which sexual harassment policies were publicized at their installation/ship (see Tabulation Volume, Table XX).

**By Paygrade.** For women, there were no differences

by paygrade in their assessment of the extent to which policies forbidding sexual harassment were publicized in their unit/work group and at their duty station/ship. For men, reports that sexual harassment policies were well publicized varied with rank. Junior enlisted men were least likely to indicate such policies were publicized to a large or very large extent in the unit/work group (43% vs. 50-57%). Similarly, for men, junior enlisted members were the least likely, and senior officers were the most likely, to indicate sexual harassment policies were well publicized at their duty station/ship (44% vs. 63%) (see Tabulation Volume, Table XX).

**By Reserve Program.** For both women and men, Reserve component members who served as AGR/TAR/ARs were more likely than members serving as TPUs to agree that policies forbidding sexual harassment were publicized, to a large extent, in their unit/work group (Females 50% vs. 42%; Males 56% vs. 48%) and at their duty station/ship (Females 52% vs. 44%; Males 59% vs. 51%) (see Tabulation Volume, Table XX).

**By Activation Status.** For women, those who had been activated in the 24 months prior to taking the survey were less likely than non-activated women to report sexual harassment policies were publicized to a large extent in their unit/work group (40% vs. 45%) and at their duty station/ship (42% vs. 47%) (see Table 59). There were no differences for men.

Extent of Publicity	Response Option	Female	Male
Policies forbidding sexual harassment publicized in your unit/work group	Not at All	8	6
	Small/Moderate Extent	49	45
	Large/Very Large Extent	43	49
Policies forbidding sexual harassment publicized at your duty station/ship	Not at All	9	8
	Small/Moderate Extent	46	41
	Large/Very Large Extent	45	52
Margin of Error		±1	±2

**Table 58**

Percentage of Females and Males Indicating Sexual Harassment Policies Are Publicized at Their Units and Installations

## Sexual Harassment Personnel Policies, Practices, and Training

Extent of Publicity	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
Policies forbidding sexual harassment publicized in your unit/work group	Not at All	9	6	8	6
	Small/Moderate Extent	52	46	48	44
	Large/Very Large Extent	40	47	45	50
Policies forbidding sexual harassment publicized at your duty station/ship	Not at All	9	8	9	7
	Small/Moderate Extent	49	42	44	40
	Large/Very Large Extent	42	50	47	53
Margin of Error		±2	±2	±2	±2

**Table 59**

Percentage of Females and Males Indicating Sexual Harassment Policies Are Publicized at Their Units and Installations, by Activation Status

### Complaint procedures

The vast majority of both women and men indicated the complaint procedures related to sexual harassment were publicized, at least to some extent, in their unit/work group (Females 85%; Males 88%) and at their duty station/ship (Females 87%; Males 90%) (see Table 60). Overall, somewhat more men than women reported that complaint procedures were publicized to a large or very large extent.

**By Reserve Component.** Women in the Army National Guard and the Air National Guard were the least likely to indicate complaint procedures

were publicized, to a large extent, at their duty station/ship (both 36% vs. 40-48%). There were no differences by Reserve component for men by duty station/ship. Similarly, for both women and men, there were no differences by Reserve component in the extent to which complaint procedures were publicized in their unit/work group (see Tabulation Volume, Table XX.)

**By Paygrade.** More junior enlisted women than women in the other paygrades reported that complaint procedures were not publicized in their unit/work group (19% vs. 10-13%) or at their duty station/ship (17% vs. 9-12%). For men, senior offi-

Extent of Publicity	Response Option	Female	Male
Complaint procedures related to sexual harassment publicized in your unit/work group	Not at All	15	12
	Small/Moderate Extent	50	47
	Large/Very Large Extent	35	41
Complaint procedures related to sexual harassment publicized at your duty station/ship	Not at All	13	10
	Small/Moderate Extent	47	43
	Large/Very Large Extent	40	47
Margin of Error		±1	±2

**Table 60**

Percentage of Females and Males Indicating Policy and Practices Are in Place in Units and Installations

cers were the most likely to indicate complaint procedures were publicized, to a large extent, in their unit/work group (51% vs. 35-44%) and at their duty station/ship (59% vs. 40-51%). Junior enlisted men were the least likely to report that to a large extent at their duty station/ship procedures are published (40%) (see Tabulation Volume, Table XX).

**By Reserve Program.** For both women and men, Reserve component members who served as AGR/TAR/ARs were more likely than members serving as TPUs to agree that complaint procedures were publicized, to a large extent, in their unit/work group (Females 43% vs. 34%; Males 49% vs. 41%) and at their duty station/ship (Females 47% vs. 39%; Males 54% vs. 46%) (see Tabulation Volume, Table XX).

**By Activation Status.** Activated women were less likely than non-activated women to report that complaint procedures were publicized, to a large extent, in their unit/work group (31% vs. 37%) and at their duty station/ship (36% vs. 41%) (see Table 61).

## Complaints taken seriously

More than 90% of both women and men reported that complaints about sexual harassment were taken seriously, no matter who files them, at the unit/work group and duty station/ship levels (see Table 62).

**By Reserve Component.** For women, there were no differences by Reserve component in their perceptions that complaints were taken seriously in their unit/work group and duty station/ship. Men in the Naval Reserve were the most likely to report that complaints about sexual harassment were taken seriously, to a large extent, in their unit/work group (75% vs. 58-67%) (see Tabulation Volume, Table XX).

**By Paygrade.** For women, senior officers were the most likely to indicate that complaints were taken seriously, to a large extent, in their unit/work group (64% vs. 53-55%) and duty station/ship (66% vs. 52-55%). For men, junior enlisted members were the least likely, and senior officers were the most likely, to indicate that, to a large extent, complaints about sexual harassment were taken seriously in their unit/work group (56% vs. 77%) and their duty station/ship (55% vs. 78%) (see Tabulation Volume, Table XX).

*"We make rules and set guidelines [on sexual harassment], but that's mainly for show. ...[I]t simply forces the perpetrator underground and exposes the defendant to more harsh intimidation tactics."*

*- Male Senior Enlisted Respondent*

Extent of Publicity	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
Complaint procedures related to sexual harassment publicized in your unit/work group	Not at All	16	13	14	11
	Small/Moderate Extent	53	48	48	46
	Large/Very Large Extent	31	40	37	43
Complaint procedures related to sexual harassment publicized at your duty station/ship	Not at All	14	11	13	10
	Small/Moderate Extent	50	44	46	42
	Large/Very Large Extent	36	45	41	48
Margin of Error		±2	±2	±2	±2

**Table 61**  
Percentage of Females and Males Indicating Policy and Practices Are in Place in Units and Installations, by Activation Status

**By Reserve Program.** For women, there were no differences by Reserve Program in their perception of extent to which sexual harassment complaints were taken seriously in their unit/work group or at their duty station/ship. In contrast, Reserve component men who served as AGR/TAR/ARs were more likely than men serving as TPUs to agree that complaints about sexual harassment were taken seriously, to a large extent, in their unit/work group (68% vs. 62%) and at their duty station/ship (67% vs. 62%) no matter who files them (see Tabulation Volume, Table XX).

**By Activation Status.** For both women and men, those activated in the prior 24 months were more

likely than those not activated to indicate that complaints were taken seriously to a large extent in their unit/work group (Females 49% vs. 57%; Males 60% vs. 65%) and at their installation/ship (Females 49% vs. 57%; Males 59% vs. 65%) (see Table 63).

### Sexual Harassment Support and Resources

One factor in improving the effectiveness of sexual harassment programs is whether Reserve component members who experience unprofessional, gender-related behaviors can easily obtain the help and assistance they need. Question 90 asked Reserve component members to report the extent to which their duty station/ship provides a specific office for investigating sexual harassment complaints and the

Harassment Taken Seriously	Response Option	Female	Male
Complaints about sexual harassment taken seriously no matter who files them in your unit/work group	Not at All	8	7
	Small/Moderate Extent	38	30
	Large/Very Large Extent	55	63
Complaints about sexual harassment taken seriously no matter who files them at your duty station/ship	Not at All	8	7
	Small/Moderate Extent	38	31
	Large/Very Large Extent	54	62
Margin of Error		±1	±2

**Table 62**

Percentage of Females and Males Indicating Policy and Practices Are in Place in Units and Installations

Extent of Respect for Complaints	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
Complaints about sexual harassment taken seriously no matter who files them in your unit/work group	Not at All	9	8	7	6
	Small/Moderate Extent	42	32	36	28
	Large/Very Large Extent	49	60	57	65
Complaints about sexual harassment taken seriously no matter who files them at your duty station/ship	Not at All	9	8	7	6
	Small/Moderate Extent	43	33	36	29
	Large/Very Large Extent	49	59	57	65
Margin of Error		±2	±2	±2	±2

**Table 63**

Percentage of Females and Males Indicating Policy and Practices Are in Place in Units and Installations, by Activation Status

availability of advice/hotlines from their Service/Reserve component (Q90k,o).

**Complaint office.** Large majorities (roughly 85%) of Reserve Component women and men reported that there was a specific office with the authority to investigate sexual harassment complaints on their duty station/ship (see Table 64). Women and men in the Air National Guard and the Air Force Reserve were more likely than members in other Reserve components to report there was such an office at their duty station/ship (Females 90-91% vs. 79-86%; Males 92-95% vs. 80-88%). For both women and men, junior enlisted members were the least likely, and senior officers were the most likely, to indicate that, to a large extent, their duty station/ship offered a specific office for sexual harassment complaints (Females 60% vs. 34%; Males 64% vs. 36%). Reserve component women and men (both 91%) who served as AGR/TAR/ARs were more likely than women (83%) and men (85%) serving as TPUs to report there was a specific office at their duty station/ship for investigating sexual harassment complaints. For both women and men, those activated were less likely to indicate that, to a large extent, there was such an office (Females 41% vs. 46%; Males 45% vs. 49%) (see Tabulation Volume, Table XX).

**Advice/hotline availability.** Overall, the majority of women (69%) and men (79%) reported that their Service/Reserve component provided an advice/hotline available for reporting sexual harassment complaints (see Tabulation Volume, Table XX).

Women and men in the Naval Reserve and the Air Force Reserve were the most likely to report their Service/Reserve component provided a hotline for reporting sexual harassment complaints (Females 74-85% vs. 62-67%; Males 87-90% vs. 73-80%). For both women and men, senior officers were the most likely to report their Service/Reserve component provided a hotline for sexual assault (Females 76% vs. 66-70%; Males 88% vs. 76-80%). For both women and men, Reserve component members who served as AGR/TAR/ARs were more likely than members serving as TPUs to report their Service/Reserve component provided a sexual assault hotline (Females 77% vs. 68%; Males 83% vs. 79%). For both women and men, those who had not been activated in the 24 months prior to taking the survey were more likely than activated women and men to report a complaint hotline was available (Females 32% vs. 27%; Males 40% vs. 35%) (see Table 64).

*"Although I'm aware of a sexual harassment hotline for the [Service], it proved useless (i.e., could not reach any appropriate people). When an actual harassment case ...was reported, it was a challenge to find the number ...."*

*- Male Senior Officer Respondent*

## Extent of Sexual Harassment Training

Reserve component members were asked whether they had sexual harassment training in the 12 months prior to filling out the survey. If they had

Extent of Respect for Complaints	Response Option	Female	Male
There is a specific office with the authority to investigate sexual harassment complaints at your duty station/ship	Not at All	16	14
	Small/Moderate Extent	40	39
	Large/Very Large Extent	44	47
There is an advice/hotline available for reporting sexual harassment complaints in your service/ Reserve component	Not at All	31	21
	Small/Moderate Extent	39	42
	Large/Very Large Extent	30	37
Margin of Error		±1	±2

**Table 64**

Percentage of Females and Males Indicating Specific Sexual Harassment Complaint Office and Hotline Exist



completed the training, they were asked to indicate the number of times they received training. The responses for number of times trained ranged from 0 to 9 and are reported as an average. The percentage of women and men who had received training and the average amount of training received are reported in the following tables.

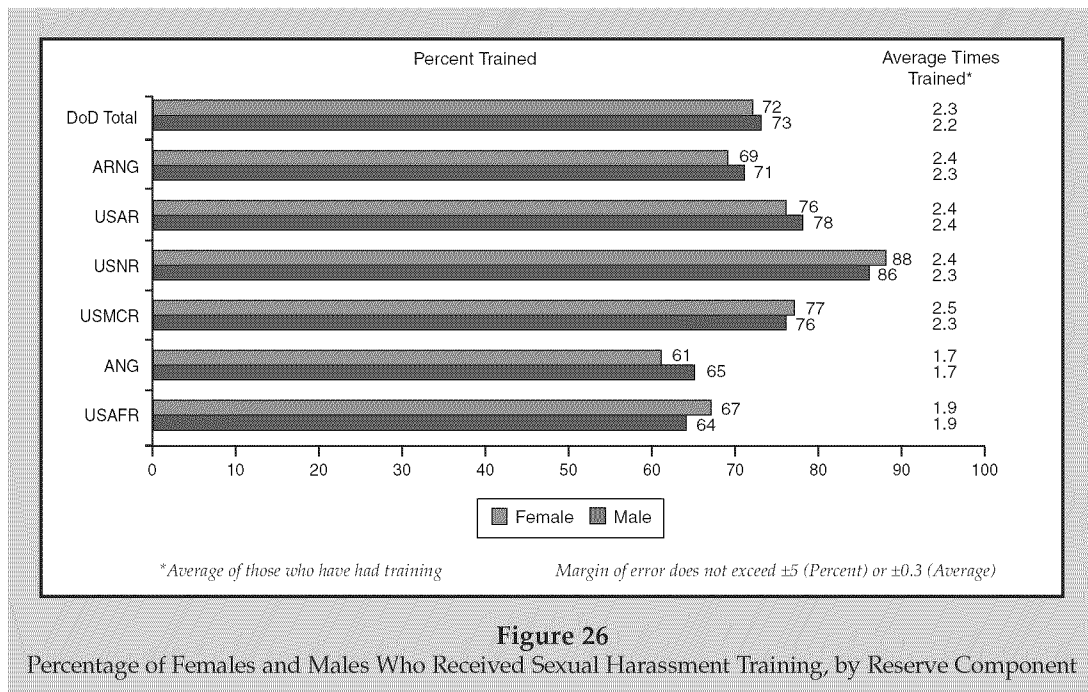
**By Reserve Component.** Most Reserve component women (72%) and men (73%) indicated they received training on topics related to sexual harassment at least once in the 12 months prior to filling out the survey (see Figure 26). Women and men in the Naval Reserve were the most likely to report they had received sexual harassment training during that time (Females 88% vs. 61-77%; Males 86% vs. 64-78%). On average, Reserve component members received sexual harassment training approximately twice. Women and men in the Air National Guard and the Air Force Reserve reported receiving training less often than women and men in the other Reserve components (Females 1.7-1.9 vs. 2.4-2.5; Males 1.7-1.9 vs. 2.3-2.4).

**By Paygrade.** There were no paygrade differences in the percentages of women and men who had

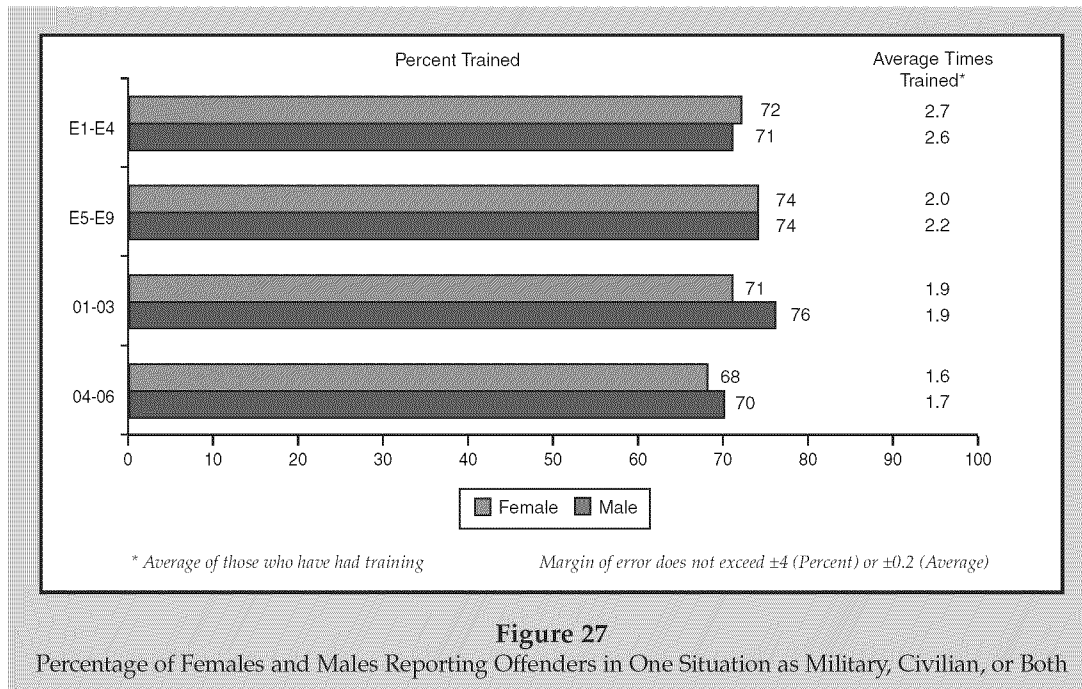
received training on sexual harassment topics in the 12 months prior to taking the survey (see Figure 27). Junior enlisted women and men reported receiving sexual harassment training more often than women and men in the other paygrades (Females 2.7 vs. 1.6-2.0; Males 2.6 vs. 1.7-2.2). For women, senior officers (1.6) reported having training fewer times than those in other paygrades. For men, enlisted members reported receiving training more often than officers.

**By Reserve Program.** There were no differences by Reserve Program in the percentage of women and men who received training on sexual harassment topics in the 12 months prior to taking the survey or in number of times members received training (see Tabulation Volume, Table XX).

**By Activation Status.** Women and men who were activated in the 24 months prior to the survey were somewhat more likely to have had training than those who were not activated during that time (Females 75% vs. 71%; Males 75% vs. 71%). For men, those activated had more frequent training than those who were not activated (2.4 vs. 2.1 times) (see Table 65).



## Sexual Harassment Personnel Policies, Practices, and Training



**Figure 27**

Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both

Extent of Respect for Complaints	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
There is a specific office with the authority to investigate sexual harassment complaints at your duty station/ship	Not at All	18	16	15	13
	Small/Moderate Extent	41	39	39	38
	Large/Very Large Extent	41	45	46	49
There is an advice/hotline available for reporting sexual harassment complaints in your Service/Reserve component	Not at All	34	23	29	19
	Small/Moderate Extent	38	43	39	41
	Large/Very Large Extent	27	35	32	40
Margin of Error		$\pm 2$	$\pm 2$	$\pm 2$	$\pm 2$

**Table 65**

Percentage of Females and Males Indicating Specific Sexual Harassment Complaint Office and Hotline Exist, by Activation Status

## Organizational Training Requirements

Question 90 asked the extent to which Reserve component members agreed with statements that both enlisted members and officers at the work group and duty station/ship levels were required to attend sexual harassment training (Q90d,e,l,m).

### Enlisted training required

The majority of Reserve component women and men agreed that enlisted members were required to attend training, to at least some extent, in their unit/work group or duty station/ship (see Table 66). Men were more likely than women to report, to a large extent, enlisted members were required to attend formal sexual harassment training in their unit/work group (54% vs. 51%). There was no difference between women and men regarding enlisted training at their duty station/ship.

**By Reserve Component.** Women and men in the Naval Reserve were the most likely to report, to a large extent, enlisted members were required to attend training in their unit/work group (Females 67% vs. 43-58%; Males 71% vs. 48-58%) and at their duty station/ship (Females 67% vs. 43-56%; Males 70% vs. 48-59%) (see Tabulation Volume, Table XX).

**By Paygrade.** Junior enlisted women and men were less likely than women and men in the other paygrades to report, to a large extent, enlisted members were required to attend training in their unit/work group (Females 44% vs. 55-61%; Males 46% vs. 57-63%) and at their duty station/ship (Females 44% vs. 54-60%; Males 46% vs. 56-64%) (see Tabulation Volume, Table XX).

**By Reserve Program.** More Reserve component women who served as AGR/TAR/ARs than women serving as TPUs reported that enlisted members were required to attend formal sexual harassment training, to a large extent, in their unit/work group (56% vs. 50%) and at their duty station/ship (55% vs. 50%). For men, there were no differences by Reserve Program in the extent to which enlisted members were required to attend sexual harassment training in their unit/work group and at their duty station/ship (see Tabulation Volume, Table XX).

**By Activation Status.** There were no differences by activation status for women or men (see Tabulation Volume, Table XX).

### Officer training required

The majority of Reserve component members agreed that officers were required to attend at least some formal sexual harassment training in their unit/work group or duty station/ship (see Table 66). Men were more likely than women to report that, a large extent, officers were required to attend formal sexual harassment training in their unit/work group (51% vs. 47%) and at their duty station/ship (52% vs. 48%).

**By Reserve Component.** Women and men in the Naval Reserve were the most likely to report that, to a large extent, officers were required to attend sexual harassment training in their unit/work group (Females 62% vs. 39-53%; Males 66% vs. 45-56%) and at their duty station/ship (Females 64% vs. 40-53%; Males 67% vs. 47-59%). For women, members of the Army National Guard were the most likely to report that officers were not required to attend training in their unit/work group (16% vs. 6-13%) (see Tabulation Volume, Table XX).

Training Requirements	Response Option	Female	Male
Enlisted members required to attend formal sexual harassment training in your unit/work group	Not at All	12	10
	Small/Moderate Extent	37	36
	Large/Very Large Extent	51	54
Enlisted members required to attend formal sexual harassment training at your duty station/ship	Not at All	11	10
	Small/Moderate Extent	38	36
	Large/Very Large Extent	51	54
Officers required to attend formal sexual harassment training in your unit/work group	Not at All	13	11
	Small/Moderate Extent	40	39
	Large/Very Large Extent	47	51
Officers required to attend formal sexual harassment training at your duty station/ship	Not at All	12	11
	Small/Moderate Extent	40	38
	Large/Very Large Extent	48	52
Margin of Error		±1	±2

**Table 66**

Percentage of Females and Males Indicating Training Required for Enlisted and Officers in Units and Installations

**By Paygrade.** Junior enlisted women and men were less likely than women and men in the other pay-grades to report that, to a large extent, officers were required to attend training in their unit/work group (Females 40% vs. 51-59%; Males 43% vs. 53-62%) and at their duty station/ship (Females 40% vs. 52-59%; Males 44% vs. 53-63%) (see Tabulation Volume, Table XX).

**By Reserve Program.** For women and men, there were no differences by Reserve Program in the extent to which officers were required to attend sexual harassment training in their unit/work group and at their duty station/ship (see Tabulation Volume, Table XX).

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*"The people who need the training do not attend the training (i.e., senior leadership)."*  
*- Male Senior Officer Respondent*

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**By Activation Status.** There were no differences by activation status in the percentages of women and men who reported that, to a large extent, officers were required to attend formal sexual harassment training in their unit/work group. Those activated were less likely to state that, to a large extent, officers were required to attend formal sexual harassment training at their duty station/ship (Females 44% vs. 49%; Males 49% vs. 54%) (see Table 67).

## Aspects of Sexual Harassment Training

This section provides survey results on aspects of sexual harassment training to assess the effectiveness of Reserve component training in addressing topics integral to sexual harassment prevention and response. Reserve component members were asked the extent to which they agreed their training had provided a foundation for understanding what constitutes sexual harassment, the process for reporting sexual harassment complaints, and knowing the consequences of sexual harassment. Overall results by gender are reported in Table 68.

Training Requirements	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
Enlisted members required to attend formal sexual harassment training in your unit/work group	Not at All	12	10	12	10
	Small/Moderate Extent	39	37	36	34
	Large/Very Large Extent	49	53	52	55
Enlisted members required to attend formal sexual harassment training at your duty station/ship	Not at All	11	11	11	10
	Small/Moderate Extent	40	37	37	35
	Large/Very Large Extent	48	52	52	55
Officers required to attend formal sexual harassment training in your unit/work group	Not at All	13	12	12	10
	Small/Moderate Extent	42	40	39	38
	Large/Very Large Extent	45	49	48	52
Officers required to attend formal sexual harassment training at your duty station/ship	Not at All	13	11	11	10
	Small/Moderate Extent	43	39	39	37
	Large/Very Large Extent	44	49	49	54
Margin of Error		±2	±2	±2	±2

**Table 67**

Percentage of Females and Males Indicating Training Required for Enlisted and Officers in Units and Installations, by Activation Status

Aspect of Training	Female	Male
Provides a good understanding of what words and actions are considered sexual harassment	83	84
Teaches that sexual harassment reduces the cohesion and effectiveness of your Reserve component as a whole	81	84
Teaches that sexual harassment makes it difficult for individual Reserve component members to perform their duties	82	84
Identifies behaviors that are offensive to others and should not be tolerated	85	86
Gives useful tools for dealing with sexual harassment	74	77
Makes you feel it is safe to complain about unwanted, sex-related attention	72	79
Provides information about policies, procedures, and consequences of sexual harassment	83	85
Margin of Error	± 1	± 2

**Table 68**  
Percentage of Females and Males Who Agree That Aspects of Their Reserve Component Training Are Effective

The survey also enabled detailed analyses of the results in Table 68 by demographic characteristics. Findings from the analyses (presented in the Tabulation Volume) are discussed in terms of four broad categories of training objectives:

- **Intent of Training** – assesses knowledge of definitions of sexual harassment (88a,d)
- **Effects of Sexual Harassment on Military Effectiveness** – assesses knowledge of the consequences of sexual harassment on working conditions (88b,c)
- **Policies and Tools for Managing Sexual Harassment** – evaluates whether or not the training provides members knowledge of military policies, procedures, and consequences of sexual harassment and useful tools for dealing with sexual harassment (88e,g)
- **Complaint Climate** – measures whether or not a member feels it is safe to complain about unwanted, sex-related attention (88f).

### Intent of training

If individuals are to avoid using offensive words or engaging in disrespectful behaviors, they must be aware of what is considered inappropriate by others and by their organization. Large majorities (more than 80%) of women and men agreed that their Reserve component's training provided a good understanding of what words and actions were considered sexual harassment and identified unacceptable behaviors. There were no differences by Reserve component, paygrade, or Reserve Program in women's and men's assessment of whether their Reserve component's sexual harassment training identified words and behaviors that were offensive to others and should not be tolerated. Activated women were slightly less likely than non-activated women to agree that training gave them a good understanding of sexual harassment words and actions (80% vs. 84%) and intolerable behaviors (82% vs. 86%) (see Tabulation Volume, Table XX).

*"One full day of the same information. Boring. No one paid attention."*

*- Female Senior Enlisted Respondent*

## Training and military effectiveness

Similarly, more than 80% of Reserve component women and men agreed their Reserve component's training taught that sexual harassment reduces the cohesion and effectiveness of their Reserve component as a whole, and makes it difficult for individual Reserve component members to perform their duties. Slightly fewer women than men agreed that the training conveyed that sexual harassment reduces their Reserve component's cohesiveness (84% vs. 81%). There was no difference between women and men in their assessment of whether their Reserve component's training taught that sexual harassment makes it difficult for women and men to perform their duties.

**By Reserve Component.** Women in the Army National Guard and in the Army Reserve were somewhat less likely than women in the other Reserve components to agree that their Reserve component's training taught that sexual harassment reduces the effectiveness of their Reserve component as a whole (both 78% vs. 83-87%). For women, there were no Reserve component differences in their assessment of whether or not their Reserve component's training taught that sexual harassment makes it difficult to perform duties. For men, there were no differences by Reserve component in their assessment of whether their training linked sexual

harassment to lower component cohesiveness or impeded the work of individual Reserve component members (see Tabulation Volume, Table XX).

**By Paygrade.** Junior enlisted women were the least likely to agree their training conveyed that sexual harassment reduces the effectiveness of their Reserve component (77% vs. 83-87%). In contrast, there were no paygrade differences for men in assessing this aspect of training. For women and men, there were no differences by paygrade in their assessment of whether their training taught that sexual harassment negatively affects individual performance (see Tabulation Volume, Table XX).

**By Reserve Program.** For both women and men, there were no differences by Reserve Program in their assessment of sexual harassment training's linkage of harassment to component cohesiveness or individual performance (see Tabulation Volume, Table XX).

**By Activation Status.** Women who had been activated in the 24 months prior to the survey were less likely than women who were not activated during that period to agree their training taught them that sexual harassment reduces unit cohesion (77% vs. 83%) and harms individual performance (79% vs. 83%) (see Table 69).

Aspect of Training	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
My Reserve Component's training teaches that sexual harassment reduces the cohesion and effectiveness of Reserve Component	Strongly Disagree/Disagree	9	6	6	5
	Neither Agree Nor Disagree	14	11	11	9
	Agree/Strongly Agree	77	83	83	85
My Reserve Component's training teaches that sexual harassment makes it difficult for individual Reserve component members to perform their duties	Strongly Disagree/Disagree	9	7	6	5
	Neither Agree Nor Disagree	12	10	10	9
	Agree/Strongly Agree	79	83	84	86
Margin of Error		±2	±2	±2	±2

**Table 69**

Percentage of Females and Males Indicating Their Reserve Component's Training Teaches Sexual Harassment Reduces the Cohesion and Effectiveness of Their Reserve Component, by Activation Status

## Policies and tools necessary for managing sexual harassment

Most women (83%) and men (85%) agreed that their training provided information about policies, procedures, and consequences of sexual harassment. About three-fourths of women (74%) and men (77%) also agreed their Reserve component's training provided useful tools for dealing with sexual harassment (see Tabulation Volume, Table XX).

**By Reserve Component.** Women in the Army National Guard and in the Army Reserve were the least likely to agree their Reserve component's training provided information about sexual harassment policies (both 80% vs. 85-88%). There were no Reserve component differences for men in regard to this aspect of training. For both women and men, there were no differences by Reserve component in their assessment of whether their training provided them with useful tools for dealing with sexual harassment (see Tabulation Volume, Table XX).

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*"I have received better training in the civilian sector. What the [Service] provides on an annual basis is inadequate."*

*- Female Junior Officer Respondent*

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**By Paygrade.** There were no differences by paygrade for women and men in their assessment of whether their training provided useful tools for dealing with sexual harassment or whether it provided them useful information about sexual harassment policies and procedures (see Tabulation Volume, Table XX).

**By Reserve Program.** There were no Reserve Program differences for women or men in their assessment of whether the training by their Reserve component provided useful tools for dealing with sexual harassment and information about sexual

Tools from Training	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Strongly Disagree/Disagree	11	7	7	5
Neither Agree Nor Disagree	21	20	16	16
Agree/Strongly Agree	68	74	77	79
Margin of Error	±2	±2	±2	±2

**Table 70**  
Percentage of Females and Males Indicating Their Reserve Component's Training Gives Useful Tools For Dealing With Sexual Harassment, by Activation Status

harassment policies (see Tabulation Volume, Table XX.)

**By Activation Status.** For both women and men, those activated in the prior 24 months were less likely than non-activated women and men to agree that their training gave them useful tools to deal with sexual harassment (Females 68% vs. 77%; Males 74% vs. 79%) (see Table 70).

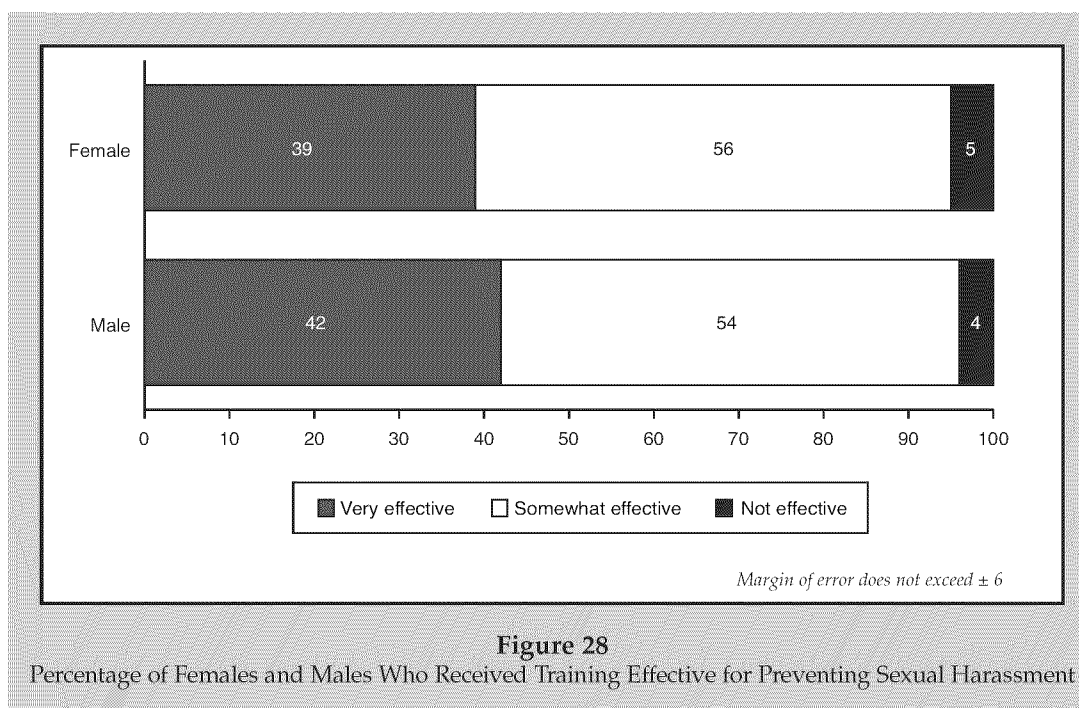
## Safe complaint climate

Although most Reserve component members indicated their Reserve component's training made them feel it is safe to complain about unwanted, sex-related attention, substantial percentages did not feel safe to complain (Females 28%; Males 21%). In addition, women were less likely than men to agree that their Reserve component creates a safe environment in which to complain about sexual harassment (72% vs. 79%). There were no differences by Reserve component, paygrade, or Reserve Program for women or men. Activated women and men were less likely than non-activated members to believe that their training made them feel safe to complain about unwanted sex-related attention (Females 65% vs. 76%; Males 75% vs. 82%) (see Tabulation Volume, Table XX).

## Effectiveness of Sexual Harassment Training

The survey also asked Reserve component members whether or not sexual harassment training actually reduced the prevalence of unprofessional, gender-related behaviors. This question was designed to elicit Reserve component member's perceptions of the overall effectiveness of the sexual harassment prevention training they receive.





**Figure 28**  
Percentage of Females and Males Who Received Training Effective for Preventing Sexual Harassment

Effectiveness of Training	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Not at All Effective	8	5	4	3
Slightly /Moderately Effective	61	57	54	52
Very Effective	31	38	42	45
Margin of Error	$\pm 2$	$\pm 2$	$\pm 2$	$\pm 2$

**Table 71**  
Percentage of Females and Males Who Received Training Effective for Preventing Sexual Harassment, by Activation Status

Although less than 10% of women and men reported that their Reserve component's sexual harassment training was not effective, less than half (39% of women and 42% of men) indicated their training was very effective in reducing incidents of sexual harassment (see Figure 28). For women and men, there were no differences by Reserve component, paygrade or Reserve Program in the perception of the effectiveness of sexual harassment training in preventing sexual harassment. Women and men who had been activated in the 12 months prior to taking the survey were less likely than those not activated to report that their training was effective (Females 31% vs. 42%; Males 38% vs. 45%)

(see Table 71). For more information, see Tabulation Volume, Table XX.

## Proactive Leadership

Research on sexual harassment in the workplace (Fitzgerald, Hulin, and Drasgow, 1995) has identified the importance of organizational factors—particularly tolerance of harassment by its leaders and managers—as antecedents or precursors of sexual harassment. Reserve component members were asked to assess whether their leaders make honest and reasonable efforts to stop sexual harassment. They provided feedback for three leadership



levels—senior leadership of their Reserve component, senior leadership of their installation/ship, and their immediate supervisor. Overall, Reserve component members agreed that their immediate leaders, their installation/ship leaders, and their Reserve component leaders were making honest and reasonable efforts to stop sexual harassment. However, sizeable percentages of members (at least one in five, depending on the demographic category and leadership level) “did not know” whether their leaders were making such efforts.

## By Gender

For every level of leadership, women were less positive than men in their assessment of their leaders (Females 56-62%; Males 66-71%) (see Figure 29). This trend remained consistent across Reserve components (except for the Marine Corps Reserve), paygrades, Reserve Programs, and activation status.

*“It is the culture that needs to change. Until top level leadership makes a commitment to embrace the idea that sexual harassment will not be tolerated, training will be ineffective.”*

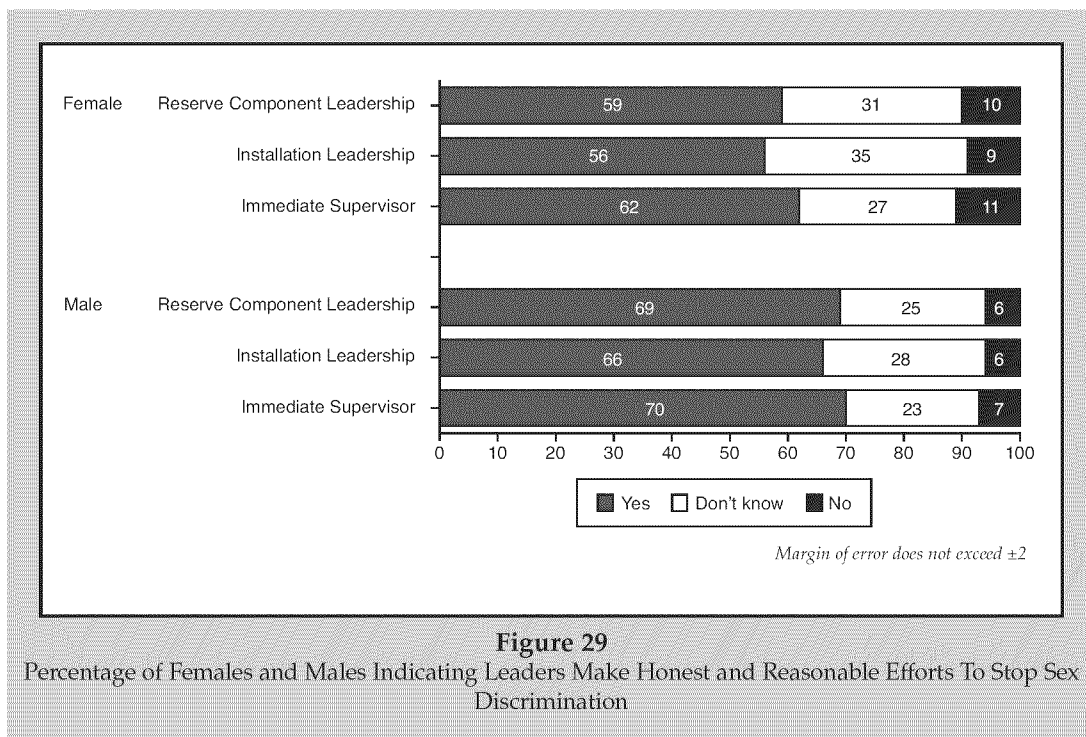
*- Female Senior Officer Respondent*

## By Reserve Component

Men in the Naval Reserve were slightly more likely than men in the other Reserve components to agree that their immediate supervisor was making reasonable efforts to stop sexual harassment (79% vs. 68-73%). There were no differences for women by Reserve component regarding their perceptions of their immediate supervisor’s efforts to stop sexual harassment.

With regard to perceptions of installation/ship leadership, women members of the Army National Guard (53%) and the Army Reserve (51%) were less likely to agree that their installation/ship supervisors were making honest and reasonable efforts to stop sexual harassment (vs. 62-63% for women in the other Reserve components) (see Table 72). Most men (63-76%) across Reserve components agreed that their installation/ship supervisors were making honest efforts to stop sexual harassment.

There were no differences for women by Reserve component regarding their perceptions of their Reserve component’s senior leadership’s efforts to stop sexual harassment. Men in the Naval Reserve were somewhat more likely than men in the other Reserve components to agree that leaders at this level were making reasonable efforts to stop sexual harassment (78% vs. 66-71%).



## Sexual Harassment Personnel Policies, Practices, and Training

Proactive Leadership	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Immediate Supervisor														
Yes	62	71	61	69	58	68	68	79	70	69	68	73	65	73
No	10	7	13	7	12	8	5	4	9	6	9	6	7	5
Don't Know	27	23	27	23	30	25	27	18	21	25	23	21	28	22
Installation/Ship Supervisor														
Yes	56	66	53	64	51	63	63	76	63	64	62	71	62	71
No	9	6	11	7	11	7	5	3	7	5	9	5	5	3
Don't Know	35	28	35	29	38	30	32	21	29	31	29	25	33	27
Senior Leadership														
Yes	59	69	57	67	55	66	67	78	69	67	62	70	61	71
No	10	6	12	7	12	8	4	2	7	6	9	4	6	3
Don't Know	31	25	31	26	33	26	29	20	24	27	29	25	33	26
Margin of Error	±1	±2	±2	±2	±2	±3	±3	±3	±5	±5	±3	±3	±3	±3

**Table 72**

Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sex Discrimination, by Reserve Component

Proactive Leadership	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Immediate Supervisor								
Yes	59	63	65	72	62	78	70	82
No	10	7	11	7	9	5	7	3
Don't Know	31	30	24	20	29	16	23	15
Installation/Ship Supervisor								
Yes	52	59	58	69	55	75	65	78
No	9	6	10	6	7	4	6	4
Don't Know	39	35	31	26	38	21	29	3
Senior Leadership								
Yes	55	61	61	71	58	75	65	80
No	9	7	11	6	9	4	7	3
Don't Know	35	32	28	23	33	21	28	17
Margin of Error	± 2	± 3	± 2	± 2	± 4	± 4	± 3	± 3

**Table 73**

Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Paygrade

### By Paygrade

For both men and women, senior officers were most positive and junior enlisted members were least positive in their assessments of their leaders (see Table 73). For example, senior officers were most likely and junior enlisted members were least likely to agree that their immediate supervisors (Females 70% vs. 59%; Males 82% vs. 63%), their installation/ship leadership (Females 65% vs. 52%; Males 75% vs. 59%), and their Reserve component leaders (Females 65% vs. 55%; Males 80% vs. 61%) were making honest and reasonable efforts to stop sexual harassment (see Table 73). About one-third (31-39%) of women and 21-35% of men across paygrades indicated that they did not know whether their installation/ship supervisors were making such efforts.

### By Reserve Program

For women and men, there were no differences by Reserve Program in their assessment of each level of leadership (see Table 74).

### By Activation Status

Majorities of activated and non-activated women (59-64%) and men (68-73%) indicated that their leaders at all three levels were making honest and reasonable efforts to stop sexual harassment (see Table 75). However, fewer women than men took this view. Slightly fewer activated than non-activated women and men reported that leaders made such efforts. Women and men who had been activated were less likely than those who had not been activated to report their senior leaders (Females 55% vs. 61%; Males 66% vs. 71%), installation leaders (Females 52% vs. 58%; Males 64% vs. 69%); and immediate supervisors (Females 59% vs. 64%; Males 68% vs. 73%) were making honest efforts to stop sexual harassment. More women and men stated their immediate supervisors as making these efforts than the heads of their installations or ships (Females 59% vs. 52%; Males 64% vs. 58%), but these differences resulted from increases in the percentages of members who did not know what actions the installation/ship supervisors were taking. A relatively small percentage (14-15%) of activated women believed that leaders at all levels were taking no action.

Proactive Leadership	TPU		AGR/TAR/AR	
	F	M	F	M
Immediate Supervisor				
Yes	62	70	64	76
No	10	7	11	6
Don't Know	27	23	24	18
Installation/Ship Supervisor				
Yes	56	66	59	71
No	9	6	10	5
Don't Know	35	28	31	24
Senior Leadership				
Yes	59	68	60	71
No	10	6	11	5
Don't Know	31	25	28	24
Margin of Error	±3	±3	±3	±3

**Table 74**  
Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Reserve Program

## Leadership Commitment

Leadership commitment to preventing sexual harassment must be visible and unequivocal, since leaders set the standard for acceptable behavior. Leaders actions to create a positive climate include modeling respectful behavior to both male and female personnel. Question 90 asked Reserve Component members to assess whether or not leaders consistently model respectful behavior and if leaders handle situations involving female members appropriately (Q90f,g,n).

### Modeling respectful behavior

As Table 76 shows, women were less likely than men to indicate that, to a large extent, their leaders modeled respectful behaviors to both male and female personnel in their unit/work group (56% vs.

62%) and at their duty station/ship (55% vs. 60%). The assessment of their leaders' behavior did not differ for women and men based on location (e.g., whether in their unit/work group or at their duty station/ship).

**By Reserve Component.** Women and men in the Naval Reserve were the most likely to report that, to a large extent, their leaders modeled respectful behaviors to both male and female personnel in their unit/work group (Females 69% vs. 52-63%; Males 76% vs. 56-68%) and at their duty station/ship (Females 68% vs. 50-63%; Males 75% vs. 55-69%) (see Tabulation Volume, Table XX).

**By Paygrade.** For both women and men, senior officers were the most likely to report that, to a large extent, their leaders consistently modeled respectful behavior to personnel in their unit/work group

Proactive Leadership	Activated Past 24 Months		NotActivated Past 24 Months	
	F	M	F	M
Immediate Supervisor				
Yes	59	68	64	73
No	15	9	8	5
Don't Know	25	23	28	23
Installation/Ship Supervisor				
Yes	52	64	58	69
No	14	7	7	4
Don't Know	34	29	35	27
Senior Leadership				
Yes	55	66	61	71
No	15	9	7	4
Don't Know	30	25	32	25
Margin of Error	±2	±2	±2	±2

**Table 75**  
Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Activation Status

*"My [immediate supervisor] makes a strong commitment to reducing sexual harassment and takes all sexual harassment claims very seriously. This gives me confidence that any claim I have will be processed judiciously."*

*- Female Junior Officer Respondent*

(Females 70% vs. 53-59%; Males 79% vs. 56-70%) and at their duty station/ship (Females 68% vs. 51-58%; Males 78% vs. 54-69%). For men, as paygrade group increased, the percentage of men agreeing that, to a large extent, their unit/work group (56%-79%) and duty station/ship (54%-78%) leaders modeled respectful behaviors also increased (see Tabulation Volume, Table XX).

**By Reserve Program.** For both women and men, there were no differences by Reserve Program in their assessment of the behaviors of their unit/work group and duty station/ship leaders. (See Tabulation Volume, Table XX.)

**By Activation Status.** Women and men who had been activated in the previous 24 months were less likely to indicate that, to a large extent, leaders in their military unit (Females 48% vs. 60%; Males 57% vs. 66%) and at their duty station/ship (Females 48% vs. 58%; Males 55% vs. 64%) were modeling respectful behavior towards women and men (see Table 77).

### "Dealing with" female subordinates

Table 76 also shows that less than a quarter of women and men in the Reserve components reported that, to a large extent, male supervisors in their unit/work group ask female officers or NCOs/petty officers from other work groups to "deal with" problems involving female subordinates, and roughly 40% reported this does not happen at all. There were no differences by Reserve component, paygrade, Reserve Program, or activation status for either women or men (see Tabulation Volume, Table XX.)

Extent of Leadership Commitment	Response Option	Female	Male
Leaders consistently modeling respectful behavior to both male and female personnel in your unit/work group	Not at All	7	7
	Small/Moderate Extent	37	32
	Large/Very Large Extent	56	62
Leaders consistently modeling respectful behavior to both male and female personnel at your duty station/ship	Not at All	7	7
	Small/Moderate Extent	38	33
	Large/Very Large Extent	55	60
Male supervisors asking female officers to "deal with" problems involving female subordinates in your unit/work group	Not at All	37	38
	Small/Moderate Extent	41	39
	Large/Very Large Extent	22	23
Margin of Error		±1	±2

**Table 76**

Percentage of Females and Males Indicating Leaders Model Respectful Behavior to Both Male and Female Personnel

Extent of Leadership Commitment	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Leaders consistently modeling respectful behavior to both male and female personnel in your unit/work group	48	57	68	66
Leaders consistently modeling respectful behavior to both make and female personnel at your duty station/ship	48	55	58	64
Male supervisors asking female officers to “deal with” problems involving female subordinates in your unit/work group	22	23	22	24
<i>Margin of Error</i>	±2	±2	±2	±2

**Table 77**

Percentage of Females and Males Indicating Leaders Model Respectful Behavior to a Large Extent Both Male and Female Personnel, by Activation Status

## Summary

By large majorities (about 90%), both women and men in the Reserve components indicated sexual harassment prevention and response policies and practices were publicized in their unit/work group and duty station/ship. Somewhat fewer (85%) reported sexual harassment complaint procedures were publicized, but about 30% of women and 20% of men did not know whether their Service or Reserve component had a sexual harassment complaint hotline available. About 70% of women and men indicated they received some form of training on sexual harassment prevention and response during the 12 months prior to taking the survey. Of those, about a quarter did not believe the training provided useful tools for dealing with sexual harassment, and less than half thought the training was very effective in reducing the number of sexual harassment incidents. About 30% of women and 20% of men reported the training did not make them feel safe to report sexual harassment complaints. Majorities of women and men agreed their leaders at different levels made honest and reasonable efforts to stop sexual harassment, but about one-third “did not know” if their senior and installation/ship leaders and about one-quarter did not

know if their immediate supervisors made such efforts.

## Sexual Harassment Policies and Practices

Most (about 90%) of women and men reported that sexual harassment policies and complaint procedures were publicized in their unit/work group and at their duty station/ship. Both women and men were about evenly split between those who indicated that these policies and procedures publicized to a large-very large or small-moderate extent. More women and men in the Naval Reserve and fewer women in the Army National Guard and Army Reserve than in other Reserve components indicated that the policies and practices received extensive publicity. Junior enlisted members and those who served as TPUs were less likely than senior officers and those serving as AGR/TAR/ARs to report high levels of publicity.

Similarly, more than 90% of women and men reported that sexual harassment complaints were taken seriously at both unit/work group and duty station/ship levels, regardless of who files them. More women (54-55%) and men (62-63%) reported that such complaints were taken seriously at both levels to a large-very large extent than to a small-

moderate extent or not at all. While women reported no differences across Reserve components or between Reserve Programs, men in the Naval Reserve and those serving as AGR/TAR/ARs were more likely to report that, to a large extent, sexual harassment complaints received serious attention. For both women and men, senior officers were more likely to take this view than junior enlisted members.

Almost as many (85%) women and men reported that their duty station/ship had a specific office with the authority to investigate sexual harassment complaints. For women and men in the Air National Guard and Air Force Reserve, these percentages exceeded 90%. As elsewhere, junior enlisted members were least and senior officers were most likely to report that their installations had such offices.

By smaller majorities, women (69%) and men (79%) reported that their Service or Reserve component had a hotline for reporting sexual harassment complaints. As this indicates, nearly one-third of women and 21% of men appeared unaware of such a reporting resource. Women and men in the Naval Reserve, the Air Force Reserve, senior officers, and those serving as AGR/TAR/ARs were most likely to report the availability of complaint hotlines.

### **Sexual Harassment Training**

About 70% of Reserve component women and men received training in sexual harassment prevention and response in the 12 months prior to taking the survey. Most participated in at least two training sessions during that time. Women and men in the Naval Reserve (86-88%) reported more, and those in Air Force Reserve components (61-67%) reported less, training than members of the other Reserve components. There were no differences in the frequency of such training by paygrade or Reserve Program.

Nearly all (87-90%) Reserve component members reported that both enlisted personnel and officers were required to attend formal sexual harassment training in their units/work groups and at duty stations/ships. Enlisted women and men reported that, to a large extent, enlisted members were required to attend such training more than officers.

Women and men in the Naval Reserve reported higher requirements for enlisted and officer training than those in the other Reserve components. Junior enlisted women and men reported lower requirements for enlisted and officer training than those in other paygrades. Members serving as AGR/TAR/ARs reported higher formal training requirements than those serving as TPUs.

More than 80% of women and men reported that their Reserve component's training gave them a good understanding of the words and actions that constitute sexual harassment and the effects of sexual harassment in reducing unit cohesion and individual work performance. Although about three-fourths of women and men indicated that the training included useful tools for dealing with sexual harassment (Females 74%; Males 77%) and created a safe climate for complaint reporting (Females 72%; Males 79%), about one-quarter disagreed. Nearly one in three women who received training said they did not feel it created a safe complaint climate. Somewhat fewer women in the Army National Guard and Army Reserve (both 78-80%) than the other Reserve components (83-88%) reported that training addressed adverse effects of sexual harassment and useful tools for dealing with it. There were no differences by paygrade or Reserve Program.

More than 90% of women and men believed that sexual harassment training was effective. However, less than half of both women (42%) and men (39%) reported that it was very effective. Instead, most considered the training moderately effective. Fewer women in the Army National Guard (35%), Army Reserve (37%), and Marine Corps Reserve (36%) reported that the training was very effective than those in other Reserve components (41-46%). Men in the Naval Reserve and Air Force Reserve were most likely to report that the training was very effective (both 49% vs. 39-44%). There were no differences by paygrade or Reserve Program.

### **Proactive Leadership**

Overall, majorities of women (56-62%) and men (66-71%) in the Reserve components reported that leaders at three key levels (immediate supervisor, installation/ship supervisor, senior leadership) were making honest and reasonable efforts to eliminate

sexual harassment. Except for the Marine Corps Reserve (where there was no difference), fewer women than men (by 6 to 20 percentage points) held this view across Reserve components, paygrades, and Reserve Programs. Women in the Army National Guard (53-61%) and Army Reserve (51-58%) were less likely than those in other Reserve components (62-70%) to report that their leaders at all levels were making such efforts. Except for the Air National Guard and Air Force Reserve, both women and men reported that installation/ship supervisors as somewhat less likely than those at either lower or higher levels to make reasonable efforts to stop sexual harassment. Members in the Air Reserve components indicated that their unit/work group supervisors were most likely to take action.

For both women and men, those who indicated that leaders were making reasonable efforts increased with paygrade. More members thought their immediate supervisors than higher ranking

(installation/ship and senior) leaders were making such efforts, reflecting larger percentages of members who did not know more senior leaders' behavior. There were no differences among leadership levels by Reserve Program. Women and men who had been activated in the previous 24 months were slightly less likely than non-activated members to report that their leaders at all levels were making efforts to stop sexual harassment. However, about twice as many activated than non-activated women believed that leaders at all levels were taking no action (14-15% vs. 7-8%).

Majorities of women (55-56%) and men (60-62%) reported that their leaders were consistently modeling respectful behavior of both male and female personnel to a large or very large extent in their unit/work group and duty station/ship. More than 60% of both women and men indicated that male supervisors never asked female officers to "deal with" female subordinates in their unit/work group to at least some extent.



# Chapter 7

## Assessment of Progress

This chapter examines perceptions of the progress the U.S. military and the nation, as a whole, have made in reducing the prevalence of sexual harassment. In the survey, Reserve component members were asked whether sexual harassment had become more or less of a problem in the military and in the nation over the last four years. They were also asked how often sexual harassment occurred in the military now, as compared to a few years ago, and to compare the frequency of sexual harassment at military and civilian workplaces.

Reports of perceptions cannot substitute for data on the actual experiences of personnel. Nonetheless, perceptions are important as indicators of individuals' beliefs, since experiences can shape their attitudes and responses to policy and program initiatives. The items in this section of the survey, despite their shortcomings (e.g., memory can be faulty, those who stay in organizations may have more favorable views than those who leave), provide valuable information on Reserve component members' perceptions of sexual harassment in the military and in our nation.

### Prevalence of Sexual Harassment in the Military

Reserve component members who have been in the military for at least four years were asked if sexual harassment occurred more or less often today (2004) than a few years ago. They were asked to choose from one of five response options: much less often, less often, about the same, more often, or much more often.

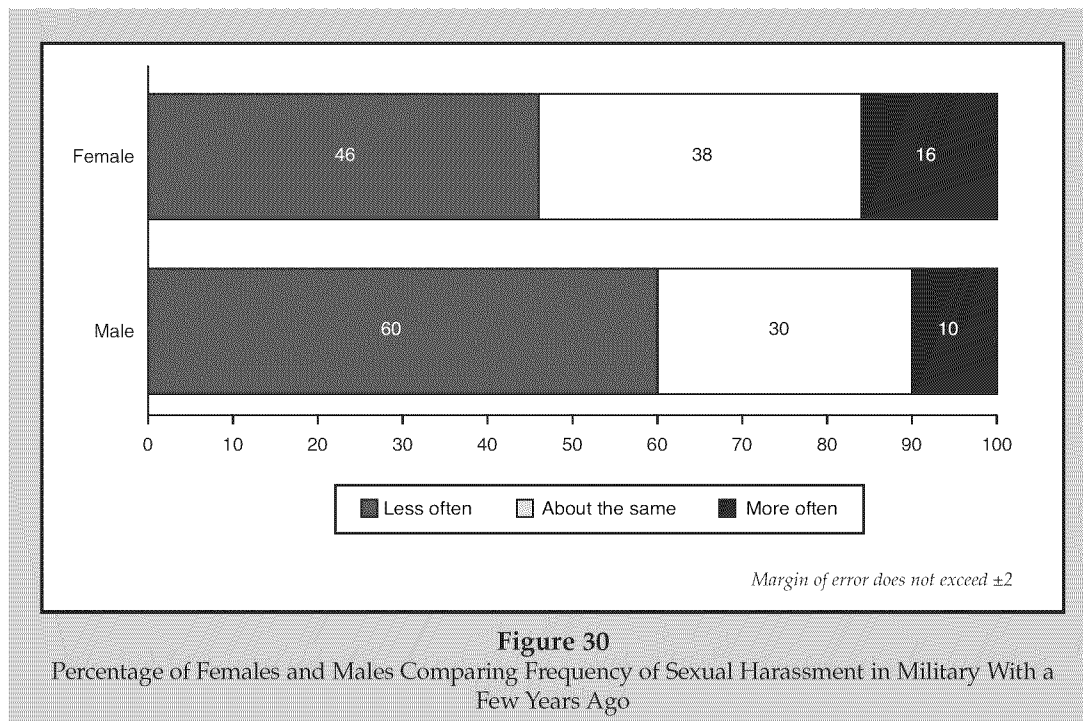
#### By Gender

Overall, roughly half of Reserve component members (Females 46%; Males 60%) reported sexual harassment occurred less often in the military today than a few years ago (see Figure 30). The gender difference varied in magnitude, but the greater per-

### Chapter 7 Highlights

- Nearly half (46%) of women and 60% of men reported that sexual harassment occurred less often in the military than a few years ago. However, nearly as many women (38%) and 30% of men said the frequency of incidents was about the same.
- Women were evenly divided (both 41%) on whether sexual harassment had become less of a problem in the military or was about the same in the four years prior to taking the survey. Most men (55%) reported it was less of a problem.
- More women indicated that the rate of sexual harassment was no different in military and civilian workplaces than thought it was less at military workplaces (44% vs. 23%). Most men (54%) said it was less frequent in military work.
- Women in the Naval Reserve were more and those in the Army National Guard and Army Reserve were less likely to report that sexual harassment was less of a problem in the military (56% vs. 36-37%) and the nation (44% vs. 29-30%).
- Women in the Marine Corps Reserve (36%), Army National Guard (27), and Army Reserve (25%) were more likely than those in other Reserve components (14-17%) to report that sexual harassment was more of a problem in the military than the civilian workplace.
- Perceptions that sexual harassment was less frequent and less of a problem increased with paygrade.
- Women who were activated within the 24 months prior to taking the survey were less likely than non-activated women to report that sexual harassment was less of a problem in the military than four years ago.

ception of sexual harassment by women than men holds true across Reserve components, paygrades, Reserve Programs, and activation status. More women (46%) reported that sexual harassment occurred less often than indicated that the rate was about the same as a few years ago (38%). Twice as



many men indicated that sexual harassment was less frequent than thought it was the same (60% vs. 30%).

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*"The proliferation of sexual harassment is unacceptable. Less than half of the cases are reported. As a father and a member of the armed forces, I would not let my daughter join the armed services today."*  
- Male Senior Enlisted Respondent

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### By Reserve Component

Across all Reserve components, substantial percentages of women (38-61%), and the majority of men (56-77%), reported that sexual harassment occurs less frequently today than a few years ago (see Table 78). Except for the Army National Guard and Army Reserve (where there were no differences), more women thought that sexual harassment occurred less often than those who indicated it was the same as a few years ago (49-61% vs. 29-39%). The Army National Guard and the Army Reserve, which account for nearly two-thirds of all Reservists, had larger percentages of women who reported sexual harassment as occurring more frequently today than a few years ago (both 20% vs. 10-13% for other

Reserve components). Women (61%) and men (77%) in the Naval Reserve were more likely than women and men in the other Reserve components to report that sexual harassment occurred less often than a few years ago.

### By Paygrade

As shown in Table 79, junior enlisted members were the least likely (Females 38%; Males 51%), and senior officers were the most likely (Females 56%; Males 72%), to report sexual harassment occurred less frequently in the military than a few years ago. For women, junior enlisted members (22%) were the most likely, and senior officers (8%) were the least likely, to report sexual harassment occurred in the military more often today. For men, junior and senior enlisted members were more likely than junior and senior officers to report that sexual harassment occurred more often than a few years ago (11-14% vs. 5-6%).

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*"I personally think the military is getting better on the topic of equality. During the 80's and 90's, I personally experienced a great deal of sexual harassment. Today that type of harassment is virtually not there, and I am glad!"*  
- Female Junior Officer Respondent

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Frequency of Sexual Harassment	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Much less often/ Less often	46	60	38	56	41	57	61	77	51	66	49	62	52	62
About the same	38	30	41	32	39	31	29	18	38	28	39	30	36	30
Much more often/ More often	16	10	20	13	20	12	10	4	11	6	12	9	13	7
Margin of Error	±2	±2	±3	±2	±2	±3	±3	±3	±6	±6	±3	±3	±4	±4

**Table 78**

Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Reserve Component

Frequency of Sexual Harassment	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Much less often/ Less often	38	51	46	60	48	64	56	72
About the same	40	35	37	29	39	30	36	24
Much more often/ More often	22	14	17	11	14	6	8	5
Margin of Error	±2	±2	±2	±2	±2	±2	±2	±2

**Table 79**

Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Paygrade

In addition, across all paygrades, women were less likely than men to indicate that sexual harassment occurred less often today than a few years ago (Females 38-56%; Males 51-72%). Senior enlisted women (38%) were more likely than senior enlisted men (29%) to report sexual harassment was about the same as a few years ago. Similarly, senior women officers (36%) were more likely than senior male officers (24%) to hold this viewpoint.

### By Reserve Program

Regardless of Reserve Program, fewer women than men believed that sexual harassment was less frequent in the military than a few years ago (Females

45-50%; Males 59-65%) (see Table 80). In both the TPU and AGR/TAR/AR programs, more women and men believed sexual harassment occurred less often than those who believed it was about the same or occurred more frequently. Somewhat fewer women and men who served as TPUs than as AGR/TAR/ARs reported that sexual harassment occurred less often than a few years ago. For men, more Reserve component members who served as TPUs than as AGR/TAR/ARs reported sexual harassment occurred more often today than a few years ago.

Frequency of Sexual Harassment	TPU		AGR/TAR/AR	
	F	M	F	M
Much less often/Less often	45	59	50	65
About the same	38	30	35	27
Much more often/More often	17	11	15	8
Margin of Error	±2	±2	±3	±3

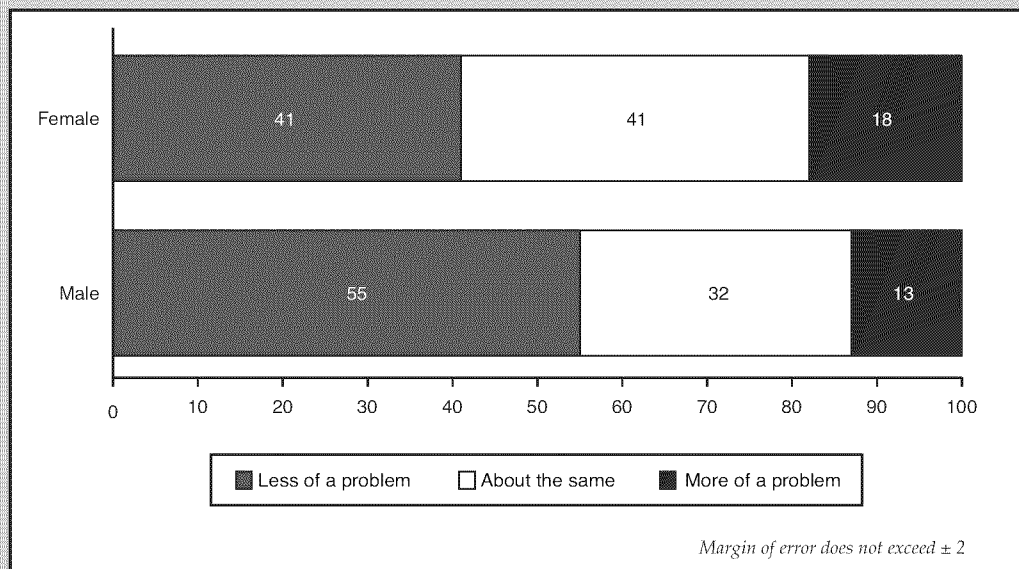
**Table 80**

Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Reserve Program

Frequency of Sexual Harassment	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Much less often/Less often	40	57	49	63
About the same	41	32	36	28
Much more often/More often	19	12	15	9
Margin of Error	±2	±2	±2	±2

**Table 81**

Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Activation Status



**Figure 31**

Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years

Extent of Problem	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Less of a problem	41	55	36	51	37	53	56	72	49	57	44	57	44	59
About the same	41	32	43	33	42	33	33	23	37	32	42	32	41	30
More of a problem	18	13	20	16	21	15	11	6	13	10	14	11	15	11
Margin of Error	±2	±2	±3	±2	±2	±3	±3	±3	±6	±6	±3	±3	±3	±4

**Table 82**  
Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Reserve Component

### By Activation Status

Regardless of activation status in the 24 months prior to taking the survey, most men (57-63%) and many women (40-49%) indicated that sexual harassment occurred less often than a few years ago. Women who had been activated were more likely to indicate sexual harassment occurred more often than a few years ago (19% vs. 15%) (see Table 81). Women and men who were activated during the 24 months prior to the survey were less likely to report sexual harassment occurring less often now than a few years ago (Females 40% vs. 49%; Males 57% vs. 63%).

## Sexual Harassment as a Problem in the Military

In addition to being asked if sexual harassment occurred more or less often than a few years ago, Reserve component members were asked to evaluate whether sexual harassment had become more or less of a problem in the military during the last four years.

### By Gender

Fewer women (41%) than men (55%) indicated that sexual harassment was less of a problem than four years ago (see Figure 31). Equal percentages of women reported sexual harassment had become less of a problem and the problem was about the same (both 41%). Eighteen percent of Reserve women indicated sexual harassment was more of a problem.

About a third of the men (32%) indicated the problem was about the same over the past four years. The difference between women and men in reporting on sexual harassment as a problem in the military varies in magnitude but is consistent regardless of Reserve component, paygrade, Reserve Program, or activation status.

### By Reserve Component

A third or more of women (33-43%) and a quarter or more of men (23-33%), across all Reserve components, reported that sexual harassment had remained about the same over the past four years. Army National Guard and Army Reserve women were less likely to think sexual harassment was less of a problem in the military over the past four years than women in the other Reserve components (36-37% vs. 44-56%) (see Table 82). Men in the Naval Reserve (72%) were the most likely to indicate sexual harassment had decreased as a problem in the military over the last four years.

### By Paygrade

As Table 83 shows, for all paygrades, fewer women (36-52%) than men (46-67%) indicated sexual harassment was less of a problem than it was four years ago. For both women and men, senior officers were the most likely, and junior enlisted members were the least likely, (Females 52% vs. 36%; Males 67% vs. 46%) to report sexual harassment had become less of a problem in the military over the past four years. Also, for women, more junior enlisted members

Extent of Problem	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less of a problem	36	46	41	56	42	59	52	67
About the same	41	37	41	31	43	32	38	26
More of a problem	23	17	18	14	15	9	10	7
Margin of Error	±3	±4	±2	±2	±4	±5	±3	±3

**Table 83**

Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Paygrade

(23%) and fewer senior officers (10%) reported sexual harassment was a greater problem today than four years ago. For men, junior and senior enlisted members were more likely than junior and senior officers to report that sexual harassment was more of a problem (14-16% vs. 7-9%). Regardless of paygrade, similar percentages of women (38-43%) indicated the problem was unchanged.

*"The continuing problem with harassment of any type within the military is not that it is necessarily accepted or condoned but that unless it is of an egregious nature it is not severely dealt with. If you want it to disappear it must be swiftly dealt with at all levels."*

- Male Senior Officer Respondent

ment was more of a problem (14% vs. 9%). There were no differences for women by Reserve Program in their assessment of the degree to which sexual harassment as a problem in the military. The majority of men who served as TPUs (55%) and AGR/TAR/ARs (60%) indicated sexual harassment was less of a problem, while about one-third (31-32%, respectively) reported no change. In contrast, the same percentages of women (both 41%) serving as TPUs indicated that there was less of a problem as reported no change. More women who served as AGR/TAR/ARs reported a reduced problem than thought there had been no change (45% vs. 39%). More women (16-18%) than men (9-14%) in both programs indicated sexual harassment was a greater problem than it was four years ago.

## By Reserve Program

Fewer women than men in Reserve Programs indicated sexual harassment was less of a problem in the military than it was four years ago (Females 41-45%; Males 55-60%) (see Table 84). Men who served as TPUs were more likely than men who served as AGR/TAR/ARs to report sexual harass-

## By Activation Status

For both women and men, those who had been activated in the 24 months prior to the survey were less likely than those who had not been activated to say

Extent of Problem	TPU		AGR/TAR/AR	
	F	M	F	M
Less of a problem	41	55	45	60
About the same	41	32	39	31
More of a problem	18	14	16	9
Margin of Error	±2	±2	±3	±3

**Table 84**

Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Reserve Program



Extent of Problem	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Less of a problem	37	52	44	59
About the same	43	33	40	30
More of a problem	20	15	16	11
Margin of Error	±2	±2	±2	±2

**Table 85**  
Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Activation Status

sexual harassment in the military has become less of a problem over the last four years (Females 38% vs. 44%; Males 52% vs. 59%) (see Table 85). Those who had been activated were slightly more likely to report that the problem had increased.

## Sexual Harassment as a Problem in the Nation

Members were also asked to evaluate improvements in reducing sexual harassment in the nation, as compared to four years ago. As in the question about sexual harassment in the military, members were asked whether the problem had become more, less,

or about the same over the last four years.

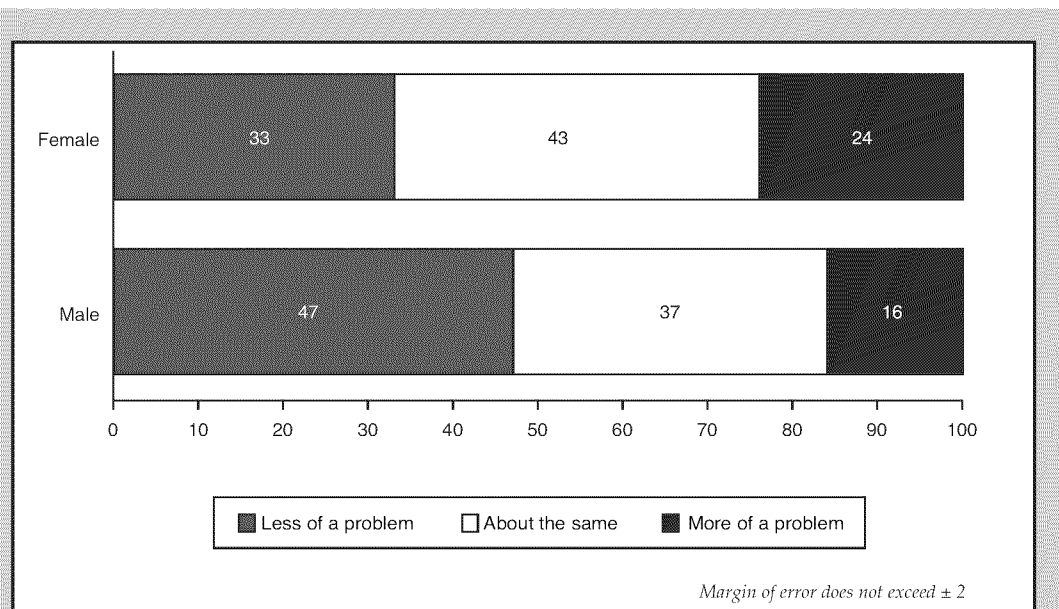
### By Gender

About one-third of women (32%) and almost half of men (47%) indicated that sexual harassment was less of a problem in the nation than four years ago (see Figure 32). Although its magnitude varies, the gender difference in per-

ceptions of sexual harassment holds true across Reserve components, paygrades, Reserve Program, and activation status. More women reported no change (43%) than reported that sexual harassment was less of a problem in the nation (32%) over the past four years. Nearly one in four women (24%) said sexual harassment was more of a problem. About one-sixth of men (17%) agreed.

### By Reserve Component

As shown in Table 86, women in all Reserve components were less likely than men to state that sexual harassment had become less of a problem in the nation during the past four years (Females 29-36%;



**Figure 32**  
Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years

Extent of Problem	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Less of a problem	32	47	30	43	29	44	44	61	34	48	36	50	34	49
About the same	43	37	43	37	44	39	38	29	43	38	46	36	44	39
More of a problem	24	17	27	19	27	18	18	10	22	14	19	14	23	13
Margin of Error	±1	±2	±2	±2	±2	±3	±3	±3	±5	±5	±3	±3	±3	±4

**Table 86**

Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Reserve Component

Males 43-61%). Women and men in the Naval Reserve were the most likely to report that sexual harassment was less of a problem in the nation today than four years ago (Females 44% vs. 29-36%; Males 61% vs. 43-50%). Women in the Naval Reserve were slightly more likely to report that sexual harassment is less of a problem in the nation than that there was no change from four years ago (44% vs. 38%). In most components, women were more likely to report no change in the level of sexual harassment (43-46%) than that sexual harassment occurred less frequently in the nation than four years ago (29-36%). About one-fifth to one-quarter of women (18-27%) in the Reserve components thought sexual harassment in the nation was more of a problem today than four years ago.

*"I think sexual harassment violations are always going to be a problem, wherever you go, however, the Military is far ahead of the private sector and DOD civilians in their effort to address/eliminate sexual harassment issues. "*

*- Female Senior Enlisted Respondent*

## By Paygrade

Across paygrades, fewer women than men reported that sexual harassment was less of a problem in the nation than four years ago (Females 27-42%; Males 41-59%) (see Table 87). For both women and men, junior enlisted members were least likely to report that sexual harassment had become less of a problem in the last four years (Females 27% vs. 35-42%;

Males 41% vs. 48-59%). Junior enlisted women were also the most likely to report that sexual harassment was more of a problem in the nation than four years ago (31% vs. 14-22%). For both women and men, officers were less likely than enlisted members to report that sexual harassment in the nation was more of a problem (Females 14-15% vs. 22-31%; Males 8-10% vs. 17-20%). Except for senior officers (where there was no difference), more women across paygrades reported no change in sexual harassment as a problem in the nation than indicated it had become less of a problem over the past four years (42-48% vs. 27-37%).

## By Reserve Program

Table 88 shows that fewer women than men in both Reserve programs stated that sexual harassment in the nation was less of a problem than four years ago (32-38% vs. 46-49%). More women who served as AGR/TAR/ARs (38%) than those who were in TPU status (32%) reported that sexual harassment was less of a problem. For both women and men, Reserve component members who served as TPUs were more likely than those who served as AGR/TAR/ARs to report that sexual harassment had become more of a problem in the nation (Females 25% vs. 19%; Males 17% vs. 12%). There were also notable differences between Reserve Programs in views of sexual harassment in the nation. More women who served as TPUs indicated that sexual harassment was about the same (43%) than less of a problem (32%) during the past four years, although there was no difference among women who served as AGR/TAR/ARs. Women who served as TPUs were more likely than those who served as AGR/TAR/ARs to regard sexual



Extent of Problem	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less of a problem	27	41	35	48	37	55	42	59
About the same	42	39	44	36	48	36	44	33
More of a problem	31	20	22	17	15	10	14	8
Margin of Error	±2	±3	±2	±2	±4	±5	±3	±3

**Table 87**

Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Paygrade

Extent of Problem	TPU		AGR/TAR/AR	
	F	M	F	M
Less of a problem	32	46	38	49
About the same	43	37	42	38
More of a problem	25	17	19	12
Margin of Error	±1	±2	±3	±4

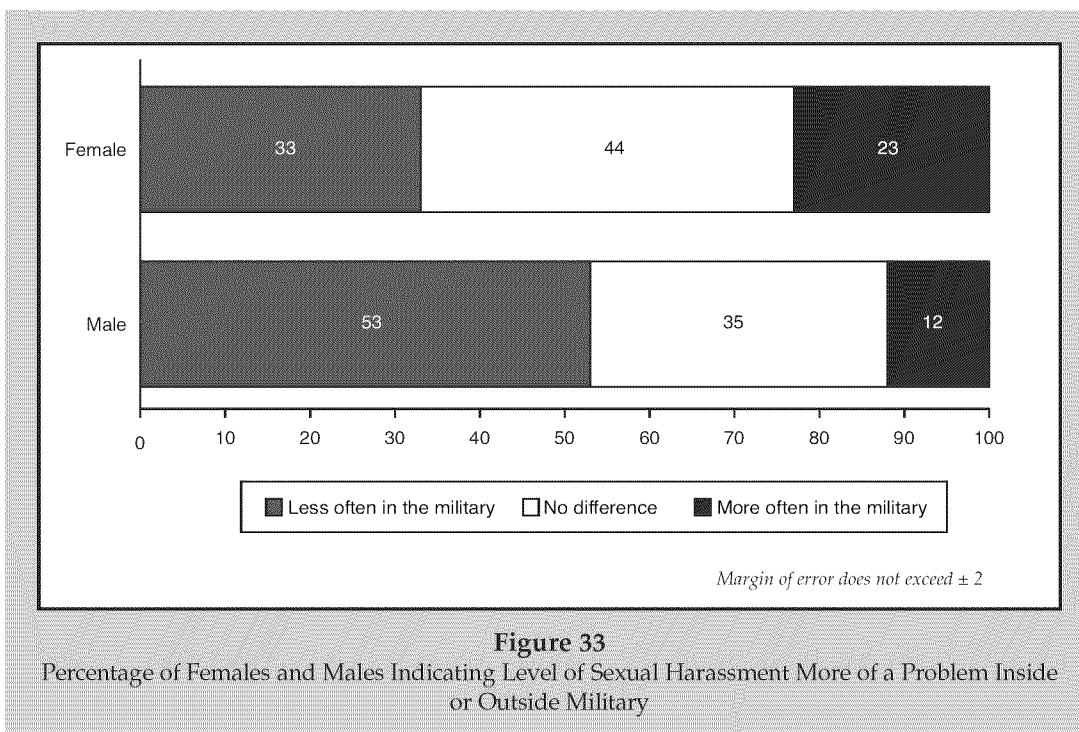
**Table 88**

Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Reserve Program

Extent of Problem	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Less of a problem	31	46	33	48
About the same	45	38	42	36
More of a problem	24	17	24	16
Margin of Error	±2	±2	±2	±2

**Table 89**

Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Activation Status



harassment as a greater problem in the nation (25% vs. 19%) and were less likely to report sexual harassment was less of a problem (32% vs. 38%) than four years ago.

## By Activation Status

Regardless of activation status, about two-thirds of women (66-69%) reported sexual harassment in the nation was the same or more of a problem over the last four years (see Table 89). In contrast, nearly half of men (46-48%) stated sexual harassment was less of a problem.

## Military/Civilian Comparisons

The military has a record of providing equal opportunity that often exceeds comparable progress in civilian society (Moskos and Butler, 1996). There are no private-sector or national benchmarks for the military to compare itself empirically to the civilian sector on sexual harassment issues. Therefore, in the survey, Reserve component members were asked about their perceptions of the relative frequency of sexual harassment in the military and in the civilian workplace. Unlike active-duty Service members, most Reserve component members (Females 75%; Males 77%, see Table XX) work in

civilian organizations while they also serve in either the National Guard or Reserves. This provides them with an exceptional perspective for comparing military and civilian workplaces. In this section, findings are presented for Reserve component members' assessments of whether sexual harassment occurred more often at military workplaces than at civilian workplaces.

## By Gender

Fewer women (33%) than men (54%) reported that sexual harassment occurred less often at military than civilian workplaces (see Figure 33). A substantial percentage of women (44%) indicated there was no difference between military and civilian workplaces. Of those who saw a difference, women were roughly twice as likely as men to report that sexual harassment was more of a problem in the military than in civilian workplaces (23% vs. 12%). The gender difference in views differs in magnitude but holds true across Reserve components, paygrades, Reserve Programs, and activation status.

## By Reserve Component

Across Reserve components, less than half of women (29-41%) and more than half of men (51-60%) reported that sexual harassment occurred less

Extent of Problem	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Less often in the military	33	54	29	51	30	51	39	60	30	56	40	55	41	59
No difference	44	35	44	36	45	35	45	30	34	29	43	36	45	33
More often in the military	23	12	27	13	25	13	16	9	36	15	17	9	14	8
Margin of Error	±1	±2	±2	±2	±2	±3	±3	±4	±5	±5	±3	±3	±3	±4

Table 90

Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Reserve Component

often at military than civilian workplaces (see Table 90). In most components, more women (34-45%) than men (29-36%) reported no difference between sexual harassment rates in military and civilian workplaces. More women than men reported that sexual harassment occurred more often in the military (Females 14-36%; Males 8-15%). In the Naval Reserve and the Air Force Reserve components, many more women and men indicated that sexual harassment occurred less at military than civilian workplaces (Females 39-41% vs. 14-16%; Males 55-60% vs. 8-9%).

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*"I practice sexual harassment law in my civilian occupation. The [Service] does a far better job than 99% of civilian employers that I have seen and sets a far superior tone on equal rights and harassment than the civilian world."*

- Male Senior Officer Respondent

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Nearly equal percentages of women in the Army National Guard, Army Reserve, and Marine Corps Reserve reported that sexual harassment occurred less (29-30%) or more (25-36%) frequently at military than civilian workplaces. Women in the Marine Corps Reserve were the most likely to report that

sexual harassment occurred more often at military than civilian workplaces (36% vs. 16-27% for other components). Men in the Army National Guard, Army Reserve, and Marine Corps Reserve were more likely than men in the other components to report that, compared to civilian workplaces, sexual harassment occurred more often at military workplaces (13-15% vs. 8-9%).

### By Paygrade

Across all paygrades, fewer women than men reported sexual harassment occurred less often in the military than at civilian workplaces (Females 29-43%; Males 51-63%) (see Table 91). In paygrade groups below that of senior officers, more women reported no military-civilian difference than believed sexual harassment occurred less often in the military (42-48% vs. 29-33%). The percentage of women in the Reserve components who indicated more frequent sexual harassment in the military than at civilian workplaces declined only among senior officers (14% vs. 22-25%).

For both women and men, senior officers were the most likely to report that sexual harassment occurred less often at military than civilian workplaces (Females 43% vs. 29-33%; Males 63% vs. 51-55%). Conversely, for both women and men, senior officers were the least likely to report that,

Extent of Problem	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less often in the military	33	51	33	53	29	55	43	63
No difference	42	36	45	35	48	33	44	30
More often in the military	25	13	22	12	23	12	14	7
Margin of Error	±2	±3	±2	±2	±4	±5	±3	±3

**Table 91**

Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Paygrade

Extent of Problem	TPU		AGR/TAR/AR	
	F	M	F	M
Less often in the military	32	53	40	65
No difference	44	35	45	27
More often in the military	23	12	16	8
Margin of Error	±2	±2	±4	±4

**Table 92**

Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Reserve Program

compared to civilian workplaces, sexual harassment occurred more often at military workplaces (Females 14% vs. 22-25%; Males 7% vs. 12-13%).

## By Reserve Program

In both Reserve Programs, substantially fewer women than men (Females 32-40%; Males 53-65%) believed that sexual harassment occurred less frequently at military than civilian workplaces (see Table 92). Nearly equal numbers of women in both programs reported no military-civilian difference (44-45%). Women and men who served as TPUs were less likely than women and men who served as AGR/TAR/ARs to report that sexual harassment occurred less often at military workplaces compared to civilian workplaces (Females 32% vs. 40%; Males 53% vs. 65%). For both women and men, Reserve component members who served as TPUs were more likely than those who served as AGR/TAR/

ARs to report that, compared to civilian workplaces, sexual harassment occurred more often in the military.

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*"I feel that, overall, the military has put into place policies, procedures, and training about sexual harassment to a much larger extent than the civilian workforce."*

- Female Senior Enlisted Respondent

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## By Activation Status

Regardless of activation status, women were more likely than men to say that sexual harassment occurred more often at military than civilian workplaces (Females 19-29%; Males 10-14%) (see Table 93). For activated women, nearly equal numbers

reported sexual harassment as occurring more or less often in the military (29% vs. 28%). In contrast, more non-activated women thought sexual harassment occurred less frequently at military than civilian workplaces (36% vs. 19%). For both women and men, those who have been activated were more likely to report that sexual harassment was more of a problem in the military.

## Summary

The results of this chapter indicate that substantial percentages of women (41-46%) and more than half of men (55-60%) in the Reserve components reported sexual harassment occurred less frequently and was less of a problem in the military than a few years ago. Women had more mixed views than men regarding whether or not sexual harassment was more or less a problem in the nation and whether sexual harassment occurred more often at the military or civilian workplace. At the same time, at least one-third of Reserve component members, both women and men, indicated there had been little or no change in sexual harassment problems in the military, in the nation, or between military and civilian workplaces during the past four years.

More women than men consistently reported that sexual harassment was more frequent in the military than a few years ago, more of a problem in the military and the nation over the last four years, and was more frequent at military than civilian workplaces. More women than men indicated that sex-

ual harassment was unchanged or had increased. The other major differences were by Reserve components, paygrade, and activation status (for military-civilian comparisons).

## Sexual Harassment in the Military

Overall, most men (55-60%) and many women (41-46%) believed sexual harassment was less frequent and less of a problem in the military than a few years ago. Fewer members in the Army National Guard (38% vs. 56%) and Army Reserve (41% vs. 57%) held this view. In the latter components, women were about evenly split on whether sexual harassment was less of a problem or was about the same (ARNG 41%; USAR 39%). About 20% of women in the Army Reserve components believed sexual harassment was more frequent and more of a problem than before, and about 12-16% of men agreed. Fewer women and men who were junior enlisted members, and more who were senior officers, reported sexual harassment was less frequent and less of a problem (both 38% vs. 56%) than those in other ranks. There was no difference by Reserve Program and only a slight difference by activation status.

## Sexual Harassment in the Nation

About one-third of women (32%) and almost half of men (47%) thought sexual harassment had become less of a problem in the nation during the last four years. Fewer women than men reported an improvement regardless of Reserve component, paygrade, Reserve Program, or activation status.

Extent of Problem	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Less often in the military	28	50	36	57
No difference	43	36	45	33
More often in the military	29	14	19	10
Margin of Error	±2	±2	±4	±4

**Table 93**  
Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Activation Status

More women (43%) reported no change in sexual harassment as a problem in the nation than reported it was less of a problem (32%). Women (44%) and men (61%) in the Naval Reserve were more likely than those in other components to report that sexual harassment was less of a problem in the nation. Unlike those in the other Reserve components, about equal percentages of women in the Army National Guard and Army Reserve indicated that sexual harassment was more (both 27%) or less (30% vs. 29%) of a problem. For both women and men, perceptions that sexual harassment was less of a problem than four years ago increased with paygrade. Junior enlisted women were nearly evenly divided as to whether or not sexual harassment had become more (31%) or less (27%) of a problem in the past four years. Fewer women and men who served as TPUs (Females 32%; Males 46%) than those who served as AGR/TAR/ARs (38% vs. 49%) indicated sexual harassment was less of a problem in the nation. There were no differences by activation status.

Reserve component members also addressed the relative frequency of sexual harassment in their military and civilian workplaces. Across Reserve components, a majority of men (51-60%) reported less sexual harassment in the military than in civilian workplaces. Substantial percentages of women (34-45%) reported no difference. Although at least twice as many men said there was less sexual harassment in military than civilian workplaces (51-65% vs. 8-13%), many women in the Marine Corps Reserve (36%), Army National Guard (27%), and Army Reserve (29%) thought sexual harassment was more frequent in the military. Across paygrades and Reserve Programs, more women said sexual harassment occurred less often at military than civilian workplaces, with more women senior officers (43%) than any other group reporting that sexual harassment occurred less often in the military. In contrast, nearly equal percentages (28-29%) of women who had been activated in the 24 months prior to the survey believed sexual harassment was either more or less of a problem in the military compared to civilian work, although more non-activated women reported it was less of a problem in the military than at civilian workplaces (36% vs. 19%).

### Military vs. Civilian Workplaces

# References